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*Journal
of the
Diocese of East Carolina*

**ONE HUNDRED SIXTEENTH ANNUAL
CONVENTION**

Holiday Inn Bordeaux

Fayetteville, North Carolina

February 11, 12, and 13, 1999

**CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and**

**CHARTER AND BY- LAWS OF THE EPISCOPAL
FOUNDATION
of the Diocese of East Carolina**

1999

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**JOURNAL
OF THE
ONE HUNDRED SIXTEENTH ANNUAL
CONVENTION
OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE
DIOCESE OF EAST CAROLINA**

*FAYETTEVILLE, NORTH CAROLINA
FEBRUARY 11, 12, and 13, 1999*

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St. John's, Wilmington

Jim Rogers
Rod Andrew
Anne Bunting
Al Butler
Bill Morris

Bob Bunting
Billie Craft
Ed Fox
Tom Marshburn
Harriette Wagner

St. Thomas, Windsor

Clara Bell
George Brandt
William Hazelgrove

Dawson Rascoe
Sharlene Brandt
Jessie Hazelgrove

San Mateo, Yeatesville

James Dail
Marty Dail

Dolores Zepeda
Bernado Torres
Dora Burgos

**One Hundred and Sixteenth Diocesan Convention
YOUTH REPRESENTATIVES**

Christ Church, Elizabeth City
Matt Duguay

St. George's, Engelhard
Martha Dale

Holy Trinity, Fayetteville
Johanna St. Germain

St. John's, Fayetteville
Taylor Waren

St. Paul's in the Pines, Fayetteville
Brian Porter

St. Paul's, Greenville
Elizabeth Daniel

St. Timothy's, Greenville
Elizabeth Mears

St. Anne's, Jacksonville
Jason Whitehead

St. Mary's, Kinston
Caroline Beasley

St. Andrew's by the Sea, Nags Head
John Woolard, III
Jonathan Farrell

St. Thomas, Oriental
Julie Vogt

Church of the Servant, Wilmington
Janie Finnin

St. John's, Wilmington
Sarah Morris

St. Paul's, Wilmington
Mary Beth Scott

**JOURNAL OF PROCEEDINGS
ONE HUNDRED AND SIXTEENTH ANNUAL
CONVENTION**

On Friday, February 12th, 1999, at 9:00 A.M., following the Liturgy of the Word, The Right Rev. Clifton Daniel, 3rd, called the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina to order. David Stoller was then called upon by Bishop Daniel to deliver Morning Prayer before the beginning the business session of the convention.

Bishop Daniel called upon Harry Douglas, Chairman of the Committee on Credentials, who reported that a quorum was present at the convention in both orders: 71 clergy delegates, 163 lay delegates, 10 seminarians, 1 chaplain, 5 retired clergy, 11 youth representatives and 2 youth pages.

Bishop Daniel introduced and welcomed The Venerable John Pritchard, a special guest speaker, and his wife, Wendy, to the Convention and introduced Susy Miller from Jacksonville, Florida, who is a consultant engaged to assist the Diocese in its visioning and restructuring process.

The Rev. Margaret Shepard, Chair of the Committee on Nominations, was asked to come to the podium. The Rev. Mrs. Shepard moved to nominate Jane Wynne for the Office of Convention Secretary. The nomination was seconded, nominations were

closed, the assembly voted and Jane Wynne was duly elected.

Bishop Daniel then nominated Mrs. Joan Geiszler-Ludlum as Chancellor of the Diocese. The nomination was seconded and there being no further nominations, the assembly voted, and Mrs. Geiszler-Ludlum was duly elected. Bishop Daniel then appointed Mr. P. C. Barwick as Parliamentarian for the Convention.

The Rev. Margaret Shepard then nominated Mr. H. Mack Bell for the Office of Historiographer. The nomination was seconded and there being no further nominations, the assembly voted, and Mr. Bell was duly elected.

The Rev. Margaret Shepard then nominated Mr. David Shields for the Office of Treasurer. The nomination was seconded and there being no further nominations, the assembly voted, and Mr. Shields was duly elected.

Bishop Daniel then announced the following members of the 1999 Convention Committee: Mrs. Patricia Howe, Chair; The Rev. Augustine Joseph, Mrs. Suzanne Pecheles, The Rev. Joseph Cooper, Mrs. Jo Parrott, Ms. Janet Heath, Mr. David Abbott, Mr. Kirk Mattson, Mrs. Nancy Broadwell, The Rev. Michael Nation, Mrs. Betsy Overton and Mrs. Barbara Werner. Ex-Officio Members are Ms. Jane Wynne, Mrs. Alicia Alford and Mrs. Jimi Paderick.

Bishop Daniel then introduced the staff of Diocesan House as follows: Cynthia Pollock, Jimi Paderick, Kim

Bennett, Judy Covington, Jane Wynne, Carol Taylor, The Rev. Phillip Craig and Bruce Nolin. Cynthia Pollock was not present due to a death in the family and Alicia Alford was on maternity leave.

Mrs. Patricia Howe, Chair of the Convention Committee, was called upon by Bishop Daniel to give her report and move for the adoption of the convention agenda. Mrs. Howe announced that the theme of this Convention is "Give us an Inquiring and Discerning Heart." Mrs. Howe expressed her appreciation to the Convention Committee for their efforts in making this year's Convention a success and then moved for the adoption of the convention agenda. The motion was seconded and there being no discussion, the assembly voted and the motion was unanimously carried.

Bishop Daniel then announced the following 1999 Committee appointments, as follows:

Nominations Committee: The Rev. Margaret Shepard, Chair; Sheila Walker, Joe Price, Tom Heller and Everette Thompson.

Committee on Bishop's Address: The Rev. Matthew Stockard, Chair; T h e Rev. Elaine Irving, The Rev. Jim Taylor, Judy Whichard, Skipper Hines and Allan Strange.

Committee on Courtesy: Anne Bustard, Chair; William Potts and Ernie Carter.

Committee on Constitution and Canons: Mrs. Joan Geiszler- Ludlum, Chair; The Rev. Scotty Brock, The Rev. Phil Glick, Dill Lynch and David Stoller.

Committee on Resolutions: The Rev. Lucy Talbott, Co-Chair, and The Rev. Ron Abrams, Co-Chair, Mrs. Debbie Boyle and Mr. David Whichard.

Bishop Daniel then called upon Carol Taylor to introduce the youth representatives. Ms. Taylor announced that thirteen parishes have brought young people with them to be youth representatives who will have seat and voice at the Convention. There are also two youth pages, Liz Stroff and Kate Carpenter, who will be serving as pages at the Convention.

Bishop Daniel recognized Mr. Mike Thomas from the Church Pension Fund who then came forward and briefly spoke to the membership. Mr. Thomas announced that stock recently purchased by the Pension Fund Board has greatly increased in value and that the Pension Fund members will continue to take their fiduciary responsibilities very seriously.

Bishop Daniel then introduced and welcomed the following new clergy in the Diocese: Jim Coleman, Interim, Christ Church, New Bern; Hubert McGee, Priest-in-Charge, Christ, Elizabeth City; Tom Rickenbaker, Rector, St. Paul's, Edenton; Drake Whitlaw, Assistant, St. James, Wilmington; Don Wiesner, Interim, St. Mary's, Kinston; Mike Cogsdale, Rector,

Grace, Plymouth; George Kyle, Supply Priest, Holy Trinity, Hampstead; Hilary West, Missioner, Washington-Tyrrell Ministry and John C. Drewry, Deacon, St. Andrew's, Wilmington.

Bishop Daniel sadly announced the death of The Rev. Jack Altman, a non-parochial priest of the Diocese; The Rev. Porter Cox, St. Christopher's, Elizabethtown and The Rev. O'Ferrall Thompson, Grace, Whiteville. The membership joined Bishop Daniel in a prayer for those departed in the past year.

Bishop Daniel announced the retirement of four clergy persons as follows: The Rev. Renfro Sproul, The Rev. Richard Handley, The Rev. Jim McGee and The Rev. Dale Brudvig.

Bishop Daniel then introduced and welcomed the following new seminarians and those in Deacons' School. VTS: Tom Blake, Kim Becker, Charlie Dupree, Deborah Fox, John Hardy and Jane Piver. CDSP: Deborah Heathcock. Sewanee: Alan Cole, Lee Domenick and Ralph Clark. Deacons' School: Susan Dankel and Sonja Robinson.

Bishop Daniel then called upon Mrs. Joan Geiszler-Ludlum for her report on the Constitution and Canons. Mrs. Geiszler-Ludlum reported that there is one Canon change before the Convention. Resolution Number 2 in the workbook is to amend Title II, Canon 7, Section 1. The purpose of this change is to permit the Bishop to appoint either a Priest or a Deacon to serve in the position of

Archdeacon.

Mr. Larry Overton, President of the Standing Committee, was called upon by Bishop Daniel for his report. Mr. Overton advised that the report is available on the delegate tables and he submitted said report by title.

Dr. Allen Hornthal, Chair of the Finance Committee, was then asked to come forward by Bishop Daniel to report on the 1998 budget. Dr. Hornthal referred the membership to Page 23 of the workbook and advised that questions on the 1998 and 1999 budget will be answered at the afternoon hearing. Dr. Hornthal pointed out a shortfall in the budgeted and actual income of \$40,000.00 due to unrealized pledges; the first time this has occurred. The 1998 budget was then presented for approval, a motion was made, seconded, the assembly voted and the 1998 budget was accepted.

Bishop Daniel then appointed the Deans in the Diocese as follows: The Rev. Margaret Shepard, Albemarle; Jay Marle, Pamlico; The Rev. Frances Britt, Trinity; The Rev. Ron Abrams, Upper Cape Fear and The Rev. Dick Warner, Lower Cape Fear.

Bishop Daniel announced that a booklet on Missionary Outreach is available on each table and requested that it be presented to the vestry of each parish for action and support. The Department of Missionary Outreach hopes that every parish will take a personal role in one or more of the diocesan outreach ministries.

Bishop Daniel referred the membership to a status report from the Covenant with the Future campaign which is available at each table.

Bishop Daniel then called upon The Rev. Ron Abrams and The Rev. Lucy Talbott, Co-Chairs of the Resolutions Committee, to introduce the resolutions. The Rev. Mr. Abrams briefly spoke to the membership and introduced this year's resolutions as follows:

Resolution Number 1: Thanksgiving and Celebration for the 225th Anniversary of Trinity Church, Chocowinity.

Resolution Number 2: To Amend Title II, Canon 7, Section 1 of the Canons of the Diocese of East Carolina.

Resolution Number 3: Regarding Funding for Episcopal Elections.

Resolution Number 4: Regarding the Lambeth Conference and the Support of Southern Cone Bishops.

Resolution Number 5: Regarding the Lambeth Conference and International Debt and Economic Justice.

Resolution Number 6: Endorsing Continuing Dialogue on Issues of Sexuality.

Resolution Number 7: Endorsing the Lambeth Conference Resolution on Sexuality.

Resolution Number 8: Concerning Youth of the Diocese.

Resolution Number 9: Submission of Resolution Regarding the A F L - C I O Farmworker Labor Organizing Committee.

The Rev. Lucy Talbott announced that these resolutions will be discussed in the afternoon hour-long hearings. The Rev. Mrs. Talbott encouraged the membership to participate in the hearings in order to better understand the issues addressed in the resolutions. People may sign up to speak for or against the resolutions.

Bishop Daniel introduced the nominees for various Diocesan offices as follows:

Board of Trustees/University of the South/Clerical: The Rev. William Trimble, St. Andrew's, Wilmington.

Trustee of the Diocese/Lay: Mr. Algernon Butler, St. John's, Wilmington, and Mrs. Dill Lynch, St. Peter's, Washington.

Executive Council At-Large/Lay: Mr. Ed Fox, St. John's, Wilmington, and Helen van Laer, All Saints, Southern Shores.

Executive Council At-Large/Clergy: The Rev. Lucy Talbott, Rector, St. Paul's in-the-Pines.

General Convention Deputies/Lay: Mrs. Nancy Broadwell, Holy Trinity, Fayetteville; Larry Overton, St. Thomas,

Ahoskie; Jo Parrott, St. Mary's, Kinston; David Stoller, Christ Church, New Bern; Harriette Wagner, St. John's, Wilmington, and Myrtle Pritchard, Christ Church, Elizabeth City.

General Convention Deputies/Clergy: The Rev. Ron Abrams, Holy Trinity, Fayetteville; The Rev. Bill Bradbury, St. Peter's, Washington; The Rev. Barbara Chaffee, St. Thomas, Windsor; The Rev. Joe Cooper, Church of the Servant, Wilmington; The Rev. C. Thomas Midyette, St. Paul's, Greenville; The Rev. Lucy Talbott, St. Paul's in-the-Pines, Fayetteville, and The Rev. Tom Rickenbaker, St. Paul's, Edenton.

Standing Committee/Lay: Mr. Griff Garner, Grace Church, Whiteville and Susie White, St. Andrew's by-the-Sea, Nags Head.

Standing Committee/Clergy: The Rev. Ron Abrams, Holy Trinity, Fayetteville; The Rev. Tom Midyette, St. Paul's, Greenville; The Rev. Rickie Steenstra, Church of the Good Shepard, Wilmington, and The Rev. James Taylor, Grace Church, Whiteville.

Bishop Daniel made the following announcements: If there are further nominations for various offices, they must be given to the Secretary, Jane Wynne, by one o'clock. Nominations will be closed after that time. All additional resolutions are to be given to the Secretary in writing by one o'clock. The Convention Committee has decided that a designated table for handout materials (complete with its source) will be

available. No materials are to be placed on delegate tables. All materials must be submitted to the Convention Office for approval.

Following a brief recess, Bishop Daniel then presented his address to the 116th Annual Convention of the Diocese of East Carolina.

Bishop Daniel then called upon Frank Ballard for the report on the 1998 Kanuga Conferences. Mr. Ballard highlighted the achievements of the Outreach Camping programs, the success of Winterlight (the high school age conference), the pilgrimage of 40 people to Jerusalem next month and various other upcoming presentations.

Dr. Allen Hornthal was then asked to come forward and present the 1999 Proposed Budget. Dr. Hornthal spoke briefly regarding the budget and the issue of lack of increases in pledges to the diocese from parishes. The 1999 budget will be further discussed at the afternoon hearings.

Bishop Daniel introduced the Deanery Outreach Presentations and Dr. Randall Medlock, Executive Director of Good Shepherd Ministries, Wilmington, came forward to address the membership. Dr. Medlock spoke on the importance of the work of Good Shepherd Ministries for the last sixteen years and advised that currently 15,000 meals per year are being served. Dr. Medlock referred to a hand-out that is available that explains the comprehensiveness of the ministry and stated that its continued mission will be

to the homeless, the jobless and the hungry. This year, Good Shepherd Ministries, was named the exemplary agency serving the homeless in the State of North Carolina.

Dr. and Mrs. Ralph Redding were then asked to come forward and make a presentation for Trinity Deanery. Mrs. Redding spoke to the membership on the activities of the MERCI Clinic in New Bern, which is a free medical clinic that also provides free prescriptions. The clinic has grown from 250 square feet to 1700 square feet with over 200 volunteers, 16 physicians, 40 nurses, medical technicians and social workers, all volunteers. Dr. Redding advised that the MERCI Clinic is a clinic of mercy for the medically disenfranchised and serves only that group of people who have no health insurance such as Medicaid or Medicare. It is calculated that providing medical care and free medicine for various conditions costs about \$20.00 a month per patient. In two and a half years, the clinic has seen 7,000 patients.

Bishop Daniel called upon Mr. Harry Douglas to deliver Noon Day Prayers and following Noon Day Prayers, the morning session of the 116th Annual Convention of the Diocese of East Carolina was recessed at 12:35 A.M.

Following the lunch recess, the convention was reconvened at 2:00 P.M., at which time Bishop Daniel called upon The Rev. Joe Dunlap, a Chaplain in the prison system, who introduced Laura Overstreet, Prison Superintendent, to

speaking to the membership. Ms. Overstreet commented on her experiences at the first retreat she attended at Trinity Center and extended her deep appreciation to the conference offered to Prison Superintendent.

Bishop Daniel then called upon The Rev. Margaret Shepard, Chair of the Nominations Committee, for her report. The Rev. Ms. Shepard thanked the Rev. Martha Honaker for her help in preparing for the Nominations Committee. The offices to be filled are listed on Page 9 of the Special Convention Issue of the Companion Sheet and there have been some additional nominations since that time. The Rev. Ms. Shepard reminded the convention that only delegates may vote in an election. Delegates consist of laypersons duly elected by their parish and priests and deacons who have been canonically resident for at least three months prior to Convention. Youth representatives may not vote. The Nominations Committee suggests that the Convention vote in election by majority ballot. The Rev. Mrs. Shepard so moved. The motion was seconded and there being no discussion, the assembly voted and the motion was unanimously carried.

The Rev. Margaret Shepard advised that the Nominations Committee suggests, in the interest of good stewardship of time, effort and paper, that in those elections where the number of persons nominated for office does not exceed the number of positions to be filled, the elections be declared by acclamation rather than by printing and casting paper ballots. A motion was made, seconded and

there being no discussion, the assembly voted and the motion was unanimously carried.

In the election for the Standing Committee, there are three offices to be filled as follows: One layperson for a three-year term, one clergy person for a three-year term and one clergy person for a two-year unexpired term. In the lay order, delegates are to vote for one layperson; in the clergy order, delegates are to vote for two clergy persons. Ballots that are incorrectly marked will be disqualified. The Nominations Committee suggests that in voting for the Standing Committee in the clergy order, the person with the highest number of votes be declared elected to the three-year term and the person with the second highest number of votes be declared elected to the two-year unexpired term. The Rev. Mrs. Shepard then moved that the election to the Standing Committee in the clergy order be made by plurality. The motion was seconded and there being no discussion, the assembly voted and the motion was unanimously carried.

In the clergy order, those nominated are The Rev. Ron Abrams, The Rev. C. Thomas Midyette, The Rev. Rickie Steenstra and The Rev. Jim Taylor. In the lay order, the nominees are Griff Garner and Susie White.

Bishop Daniel then called upon Mrs. Susy Miller, Diocesan Consultant, to come forward and speak to the membership. Mrs. Miller explained her mission in working with the diocese over the next few months on restructuring. She will

have many conversations with lay and clergy people throughout the diocese during the next year. There will be a long journey to discover ways for the diocese to more fully develop its servant ministry. Mrs. Miller will be available during the Convention to answer any questions anyone might have.

Bishop Daniel then called upon Admiral Fred Baughman from Christ Church in New Bern, the Chair of the Retirement Facility Feasibility Committee, for his report. Admiral Baughman advised the membership that the report of this committee appears in full on Page 62 and 63 of the workbook and then highlighted his report. He stated that the committee feels strongly that such a retirement community is sorely needed in eastern North Carolina and it should not be a for-profit community but community sponsored by either the church or the local community. The committee feels that it would be appropriate for the Diocese of East Carolina to create and sponsor such a community. Admiral Baughman noted that one of the committee members authored a strong, negative minority opinion and that input was provided to the Executive Council and discussed in some detail. The committee acknowledges that there are a number of questions regarding the feasibility of such an undertaking, such as location and funding, the answers to which have not yet been found. Admiral Baughman then requested a motion of support from the floor that the Retirement Facility Feasibility Committee proceed as approved by the Executive Council at the November 13, 1998 meeting. The motion was made

and seconded and following lengthy discussion, the assembly voted and the motion was unanimously carried.

Bishop Daniel then asked The Rev. Ron Abrams to come forward and introduce resolutions which were received today. Rev. Abrams advised that three new resolutions had been received as follows:

Resolution Number 10: Pertaining to the Third Millennium.

Resolution Number 11: Congratulations to The Rev. and Mrs. Charles Von Rosenberg.

Resolution Number 12: Respecting Clergy in Charge of Parishes in this Diocese but not Canonically Resident.

Bishop Daniel then called upon The Rev. Dale Brudvig, Outgoing Dean of the Albemarle Deanery, for the deanery's Outreach Report. The Rev. Mr. Brudvig spoke briefly to the assembly and highlighted the important outreach activities occurring around the Albemarle Sound.

Mr. H. Mack Bell was then asked to give the Annual Historiographer's Report. Mr. Bell referred the assembly to a Report of the Historical Records of the Diocese which appears on Page 49 to 52 of the workbook that was prepared by Don Lennon. He asked everyone to study the recommendations made in the report which will be acted on next year.

Bishop Daniel then announced the following election results: Standing

Committee/Lay: Mrs. Susie White, St. Andrew's, Nags Head, for a three-year term. Standing Committee/Clergy: The Rev. Ron Abrams, for a two-year unexpired term, and The Rev. Rickie Steenstra, for a three-year term.

There being no further announcements, Bishop Daniel adjourned the business session of the 116th Annual Convention of the Diocese of East Carolina at 3:15 P.M.

Following the Liturgy of the Word, Bishop Daniel reconvened the 116th Annual Convention of the Diocese of East Carolina at 8:30 a.m. on Saturday, February 13th, 1999.

The Venerable John Pritchard then delivered his Homily to the 116th Annual Convention.

The Legislative Session began at 9:15 A.M. by Bishop Daniel calling upon Mrs. Dencie Page, President of the Episcopal Church Women, for her report. Mrs. Page advised that this is her last year as President of the ECW and spoke briefly on the activities of the ECW in 1998.

Bishop Daniel announced the officers of the: Standing Committee: Harriette Wagner, St. John's, Wilmington, Secretary; Larry Overton, St. Thomas, Ahoskie, President.

Bishop Daniel then called upon Mrs. Joan Geiszler-Ludlum for the presentation

on Constitution and Canons. Mrs. Geiszler-Ludlum advised that Resolution Number 2 involves a change in the Canons to amend Title II, Canon 7, Section 1 and is found on Page 68 of the workbook. Mrs. Geiszler-Ludlum moved for its adoption, the motion was seconded and there being no discussion, the assembly voted and the resolution was duly adopted.

Bishop Daniel called upon The Rev. Margaret Shepard, Chair, Committee on Elections, to introduce the nominees for Diocesan offices as follows:

Trustee of the Diocese/Lay: Algernon Butler, St. John's, Wilmington, and Mrs. Dill Lynch, St. Peter's, Washington.

Executive Council/Lay: Mr. Ed Fox, St. John's, Wilmington and Mrs. Helen van Laer, All Saints, Southern Shores.

Executive Council/Clergy: The Rev. Lucy Talbott.

In accordance with the recommendation of the Nominations Committee, The Rev. Mrs. Shepard moved that the persons nominated by Executive Council be elected by acclamation, the motion was seconded, there was no discussion and the nominees were duly elected.

Deanery Representatives to Executive Council: Lower Cape Fear, The Rev. Richard Warner, St. James, Shallotte; Upper Cape Fear, Carl Rosenbaum, St. John's, Fayetteville; Trinity

Deanery, Patricia Phillips, St. Paul's, Beaufort; Pamlico Deanery, Doug Cutler, Zion, Washington; Albemarle Deanery, Margaret Shepard, All Saints, Southern Shores.

In accordance with the recommendation of the Nominations Committee, The Rev. Mrs. Shepard moved that these persons be elected to the Executive Council by acclamation, the motion was seconded, there was no discussion and the nominees were duly elected.

Trustee of the University of the South/Clerical: The Rev. William Trimble, Jr., St. Andrew's on-the-Sound, Wilmington.

In accordance with the recommendation of the Nominations Committee, The Rev. Mrs. Shepard moved that The Rev. William Trimble be elected by acclamation, the motion was seconded, there was no discussion and the nominee was duly elected.

Convention Deputies/Lay: Mrs. Nancy Broadwell, Holy Trinity, Fayetteville; Larry Overton, St. Thomas, Ahoskie; Mrs. Jo Parrott, St. Mary's, Kinston; Myrtle Pritchard, Christ Church, Elizabeth City; David Stoller, Christ Church, New Bern; Mrs. Harriette Wagner, St. John's, Wilmington.

Convention Deputies/Clergy: The Rev. Ron Abrams, Holy Trinity, Fayetteville; The Rev. Barbara Chaffee, St. Thomas, Windsor; The Rev. William Bradbury, St. Peter's, Washington; The

Rev. Joe Cooper, Church of the Servant, Wilmington; The Rev. C. Thomas Midyette, III, St. Paul's, Greenville; The Rev. Thomas Rickenbaker, St. Paul's, Edenton; the Rev. Lucy Talbott, St. Paul's in-the-Pines, Fayetteville.

Ballots were distributed and voting proceeded.

Bishop Daniel then called upon The Rev. William Bradbury, Chair of the Episcopal Hispanic Ministry, who introduced the Director, Annie Burns. Mrs. Burns advised that the immigration of Latinos to the United States is the largest immigration this country has experienced to date. The Hispanic Ministry is helping parishes bring Latinos into their worship services by having mass in Spanish or a combination of Spanish and English so as to not let language be a barrier. There are sponsor families who welcome immigrant families which means getting involved on a very personal level and spending time helping each other out. The full report of the Episcopal Hispanic Ministry appears on Page 47 and 48 of the workbook.

Bishop Daniel then called upon Carol Taylor, Youth Ministry Coordinator, for her report. Mrs. Taylor highlighted the current events and upcoming activities in the youth program and advised that the American Camping Association awarded Camp Trinity a 100% score for purposes of re-accreditation. The report appears in full on Pages 65 and 66 of the workbook.

Mrs. Taylor then asked Mrs. Cookie Cantwell, who is serving as the Province

IV Coordinator for the Youth Ministry Network covering 20 southeastern dioceses, to come forward and give the Youth Report. Mrs. Cantwell advised that only 15 to 20 percent of American teenagers are significantly involved in the church and there is much more work to do to get more young people involved. The challenge in youth ministry is not just about offering more information; rather, to help young people process information in a meaningful way.

Following a brief recess, Bishop Daniel called upon Mr. Mike Morgan, Executive Director of Trinity Center, for his report. Mr. Morgan thanked the Trinity Board for their guidance and support over the years and then introduced the Trinity staff and expressed his deep appreciation for all the work they have done.

Bishop Daniel then called upon The Rev. Jim Horton, Chair of the Trinity Center Search Committee, for his report. The Rev. Mr. Horton briefly spoke to the membership and introduced the members of the committee. At the end of April, the process of finding someone to fill the position of Executive Director will begin and a recommendation will be made to the Trinity Board and Bishop Daniel in early fall.

Bishop Daniel then announced the following election results: Trustee of the Diocese: Mrs. Dill Lynch, St. Peter's, Washington. Deputies to General Convention/Lay: Mr. David Stoller, Christ Church, New Bern; Mrs. Nancy Broadwell, Holy Trinity, Fayetteville; Mr. Larry

Overton, St. Thomas, Ahoskie, Mrs. Jo Parrott, St. Mary's, Kinston, Ms. Harriette Wagner, St. John's, Wilmington, first alternate, and Ms. Myrtle Pritchard, Christ Church, Elizabeth City, second alternate. Deputies to General Convention/Clergy: The Rev. Lucy Talbott, St. Paul's in-the-Pines, Fayetteville, as Chair; The Rev. Ron Abrams, Holy Trinity, Fayetteville; The Rev. Barbara Chaffee, St. Thomas, Windsor; The Rev. Joe Cooper, Church of the Servant, Wilmington; The Rev. C. Thomas Midyette, St. Paul's, Greenville, first alternate, The Rev. William Bradbury, St. Peter's, Washington, second alternate, and The Rev. Thomas Rickenbaker, St. Paul's, Edenton, third alternate.

Bishop Daniel then called upon the Rev. David Davis for his report on the Upper Cape Fear Deanery's Outreach Ministry. The Rev. Mr. Davis gave a summary of the ministries for at-risk children and outlined some of the different activities taking place at parishes in the diocese.

Bishop Daniel briefly spoke to the membership about the Episcopal Consultative Commission which is a coalition of mainly black Episcopalians in the Diocese of East Carolina who meet for worship and an annual retreat at Trinity Center.

Ms. Frances Douglas was then asked to come forward and give her report on the outreach ministry of the Pamlico Deanery. Ms. Douglas talked about Eagles Wings, a non-denominational Christian

organization that deals with those who fall through the cracks of Social Services and provides food, shelter and medicine to those in need. In 1998, the total households served was 2,385 and 9,354 food boxes were served.

The Rev. Michael Nation of Trinity Church, Chocowinity, asked for a point of personal privilege. The Rev. Mr. Nation addressed Resolution Number 1 regarding the 225th anniversary of his church and then presented a check to the diocese representing a 10 percent increase in their pledge to the diocese.

Ms. Terri Seargent, Senior Warden and delegate from Church of the Servant, Wilmington, asked for a point of personal privilege to correct the record and state that her church has paid 100 percent of their 1998 diocesan pledge.

Bishop Daniel then called upon Dr. Allen Hornthal to come forward and present the 1999 Proposed Budget. Dr. Hornthal spoke briefly regarding the budget and a motion was made for the adoption of the budget as shown on Page 23 to 30 of the workbook and the motion was seconded. The Rev. Charles Gill then came forward and presented an amendment to the budget to increase diocesan pledges by 5 percent in order to further fund outreach ministries and so moved. The motion was seconded and following lengthy discussion for and against said amendment, the assembly voted and the amendment was defeated by a vote of 89 for and 127 against. Returning to the 1999 Proposed Budget, there was no discussion, the assembly voted and the

budget was duly adopted as presented.

The Rev. Lucy Talbott, Co-Chair of the Resolutions Committee, was then asked to come forward and present the resolutions for adoption by the membership. The Rev. Ms. Talbott advised that a two-minute limit will be observed for each speaker with no longer than fifteen minutes spent for each resolution. Then she presented the resolutions as follows:

Resolution Number 1 regarding the 225th Anniversary of Trinity Church, Chocowinity. The Rev. Ms. Talbott moved for its adoption and the motion was seconded. There was no discussion, the assembly voted and the motion was unanimously carried.

Resolution Number 2 to Amend Title II, Canon 7, Section 1 of the Canons of the Diocese of East Carolina had already been addressed and needed no further action.

Resolution Number 3 regarding Funding for Episcopal Elections. The Rev. Ms. Talbott moved for its adoption and the motion was seconded. The Rev. William Trimble moved to change "directed" to "requested" and following brief discussion, the assembly voted and said amendment was adopted. David Stoller then presented an amendment to change "in the amount of \$10,000.00" to read "in an amount up to \$10,000.00," and to change "Episcopal Election Fund" to "Episcopal Election and Consecration Fund." There being no discussion, the assembly voted and said amendment was

adopted. The assembly then voted on the main resolution as amended and the motion was unanimously carried.

Resolution Number 4 regarding the Lambeth Conference. The Rev. Ms. Talbott moved for its adoption and the motion was seconded. A motion was made by the Rev. Robert Beasley to delete the first two paragraphs and following brief discussion, the assembly voted and said amendment was accepted. The assembly then voted on the resolution as amended and the motion was unanimously carried.

Resolution Number 5 regarding International Debt. The Rev. Ms. Talbott moved for its adoption, the motion was seconded and following brief discussion, the assembly voted and the motion was unanimously carried.

The Rev. Mr. Ron Abrams then presented Resolution Number 6 regarding Endorsing Continuing Dialogue on Issues of Sexuality. The Rev. Mr. Abrams moved for its adoption and the motion was seconded. The Rev. William Bradbury proposed an amendment to add "in Cross Current for the next twelve months" after the word "dialogue" in the last Resolved paragraph. There being no further discussion, the assembly voted and said amendment was accepted. A motion was made to amend in the form of deleting the fourth "Whereas". The motion was seconded and following further discussion, the assembly voted and said amendment was accepted by a vote of 108 for and 95 against. The assembly then voted on the resolution as amended and the motion was unanimously carried.

Resolution Number 7 regarding Endorsing the Lambeth Conference Resolution on Sexuality. The Rev. Mr. Abrams pointed out one minor change in this resolution and moved for its adoption. The motion was seconded and following lengthy discussion, the assembly voted and the motion was defeated in a vote by orders of 11 for and 50 against in the clerical order and 58 for and 103 against in the lay order.

Resolution Number 8 Concerning Youth. The Rev. Mr. Abrams moved for its adoption, the motion was seconded and there being no discussion, the assembly voted. The motion was unanimously carried.

Resolution Number 9 regarding Submission of Resolution AFL-CIO Farmworker Labor Organizing Committee which is to "undo" Resolution Number 3 from the 1998 convention. The Rev. Mr. Abrams moved for its adoption, the motion was seconded and there being no discussion, the assembly voted and the motion was defeated.

Resolution Number 10 regarding the Third Millennium. The Rev. Mr. Abrams moved for its adoption. The motion was seconded and following brief discussion, it was then moved, seconded and voted that this resolution be tabled until next year at the 117th Annual Convention.

Resolution Number 11 regarding Congratulations to The Rev. and Mrs. Charles Von Rosenberg. The Rev. Mr.

Abrams moved for its adoption. The motion was seconded and there being no discussion, the assembly voted and the motion was unanimously carried.

Resolution Number 12 regarding Respecting Clergy in Charge of Parishes in this Diocese but not Canonically Resident. The Rev. Mr. Abrams moved for its adoption, the motion was seconded and there being no discussion, the assembly voted and the motion was unanimously carried.

Bishop Daniel then nominated the following committee members:

Commission on Ministry: Mr. Mike McCulley, three-year unexpired term, Julia Taylor, The Rev. Mike Cogsdale and The Rev. David Chamberlain for four year terms.

Foundation Members: The Rev. Robert Hobgood, Mr. Stan Crowe, Mrs. Barbara Werner and Mr. Oscar Porter.

Board of Trinity Center: The Rev. David Stout, Mr. Rod Andrew, Mr. Stan Crowe and Mr. Richard Craft.

A motion was made to confirm all of the above nominations, the motion was seconded and there being no discussion, the motion was unanimously carried.

Bishop Daniel then called upon Mrs. Anne Bustard for her report from the Committee on Courtesy. Mrs. Bustard presented a resolution expressing gratitude to all of the parishes of the Upper Cape Fear Deanery for their gracious hospitality; Christ Church, Hope

Mills; Good Shepherd, Fayetteville; Holy Trinity, Fayetteville; St. Christopher's, Elizabethtown; St. John's, Fayetteville; St. Joseph's, Fayetteville; St. Paul's, Clinton; St. Pauls-in-the-Pines, Fayetteville, and Trinity, Lumberton. Special thanks are also expressed to Holy Trinity, Fayetteville, for evensong and to The Rev. Joe Cooper and the Diocesan Liturgical Commission for the creative design of all convention worship services. Thanks also to St. Patrick's Roman Catholic Church and The Rev. Frank Durbin for the use of their facility. Heartfelt thanks are extended to Bishop Daniel for his leadership, vision and inspiring addresses during the opening service and the convention. Mrs. Bustard expressed thanks for the presence of Archdeacon Pritchard and his wife, Wendy, from Canterbury Cathedral. Mrs. Bustard moved for the adoption of this resolution and by applause, the motion was unanimously carried.

The Rev. Matthew Stockard was then called upon by Bishop Daniel for his report from the Committee on the Bishop's Address. The Rev. Mr. Stockard commented on Bishop Daniel's reminder that we are a people joined in pilgrimage and the Holy Spirit binds us together as a diverse community of faith and hope as holy partners in a heavenly calling. We are not a people set adrift. We have a common beginning and we are nurtured by Christ's body and blood. We have a destination and this is a journey of love and hope. This is a time of deepening and challenging vision and Bishop Daniel has begun the process of unfolding a vision which grows and transforms into a

unified whole and it is the next part of the life of the tree of the diocese.

Following a brief recess, Bishop Daniel then called forward and installed Elaine Irving and Sue Moody-DuVall, two new Archdeacons in the Diocese of East Carolina.

There being no further old or new business, the Liturgy of the Table was presented and Bishop Daniel adjourned the 116th Annual Convention of the Diocese of East Carolina at 1:45 P.M. on Saturday, February 13th, 1999.

Respectfully submitted,

Peter B. Ruffin, III, Vice President
AURELIA RUFFIN & ASSOCIATES, INC.

HOMILY
BY
THE VENERABLE JOHN PRITCHARD

BY ARCHDEACON PRITCHARD: May the spoken words be faithful to the written word and lead us to the living word, Jesus Christ, Our Lord.

I have just really enjoyed enormous friendship and welcome, and the whole rumor about southern hospitality has been proved over and over again, so thank you for that. I thank you also for the whole style with which you have done this convention. It has been a real encouragement to me to see christians working together and doing it in a way that has just exemplified all the best of christian virtues, so thank you for that. It has been good to see a whole sense of diocese as a family, diocese as a relationship as Bishop Daniel said, and we have been just thrilled to be part of that.

One of my favorite stories is about a sports afternoon in a minor public school in England, and that means a private school in England, of course. We are a bit confused about this. They were playing rugby. Rugby is a very strange game, you know. It is football played with a funny shaped ball. We are a bit confused about that as well. Down on the bottom field were these boys with two left feet and they were just really not wanting to play rugby at all and they were doing nothing really; just lounging around and chatting and passing the time of day.

Suddenly the Head Master, the principal, came into view from the top field and as he came down, suddenly it was all action on the bottom field and there were complicated movements going on, the boys were rushing around the field doing ruts and mauls and lineouts, we call it, in rugby. The Head Master just stood at the side and he watched this going on for awhile and then he turned to the Prefect who was looking after the boys and he said to him, "Tompkins, where is the ball?" In other words, what is going on here? What is it all about? Have they lost the one thing it is all about; the ball and getting it down to the other end?

What has been going on here these last three days? What has it all been for? Where is the ball? Last summer, I

went on retreat and I was met by this little bundle of holy energy, a nun, and she showed me to my room and there on the wall was a crucifix, and I wanted to kneel before this, and the first thing I became conscious of was the need to confess, and I realized how very easy it was in my life as an Archdeacon to play a sophisticated religious game but in a sense without the ball.

Over the years, I have gotten to know a lot of theology and a lot about liturgy and a lot about the church and pastoral care and training and all of that, and the awful thing is that I could play this game almost entirely without reference to God except as a symbol, a convention of language, and that is a glimpse into the abyss, but it is a possibility for every christian because we can all get so involved in our church life, in our programs, and committed to our programs in church life and the structures and good practice and all that and conventions that we actually miss the blazing reality at the heart of it all; what the ball is, what it is for. We must not let it all become so complex that it is just to kind of play the game for those in the know, an elaborate religious system for those who like this kind of thing.

So what is it all for really? What is it all about? What is the center of all this religious activity we have been getting up to here and then going back to there, wherever "there" is? The answer, of course, has not changed at all in two thousand years. It is about love. "This is my commandment," says Jesus. "This is my commandment, my single commandment now, my central commandment: Love one another. Just love one another. Show the world something new. Show them a different way of being. Let them say, 'See how these christians love one another.' Let them see it and be amazed."

Does that sound like your church? Well, that is the problem. We are not sufficiently different. So often, we simply reflect back to society the values it already has but with a bit of religion bolted on. People thirst for something authentically different and if we demonstrate a radical resurrection of love in our churches, then people will be banging at the doors to come in. What is it all about? It is about love.

Lady Julian of Norwich, a 14th century English mystic, already quoted yesterday by Philip, I think, had a series of extraordinary revelations and fifteen years later, she just about felt able to start writing down what she

thought it all meant and she wrote this: "Do you wish to understand your Lord's meaning? Understand truly that love was his meaning. Who revealed it to you? Love. What did He show you? Love. Why did He show it? For love. Hold firmly to this and you will learn and know more of this but you will never know or learn anything other than this: Love is our meaning."

There are just two small problems: First, we cannot do it. We cannot love like this. We have tried it, have we not, you and I? But this is Mrs. Bucket we are talking about and there is Fred Washington who opposes everything on principle and there is Miss Singleton who has raised gossip to an art form because the tough bit in this passage is that Jesus is talking to the christian fellowship. This commandment is not for the world. It is not even for christians in their dealings with the world. This commandment is for the church. We have to love our fellow christians for heaven's sake.

In theory, I am pretty good at loving people. It is just that people do not seem to like being loved in theory. They seem to want love with skin on it, love with shoes on, love in action, and we cannot do it particularly, it sometimes seems, with our fellow christians. See how these christians distrust one another; see how these christians compete with one another; see how these christians fight one another.

An English Bishop once went on a parish visit and he met the Church Warden and he found out that he had been Warden for thirty years and he said to him, "Well, you must have seen a lot of changes." "Yes," said the Church Warden, "and I have opposed every one of them." Archbishop Robert Rumsey was at his first Church Council meeting. Think of it. His first one as a new Vicar, a new Rector, and he was just appalled at the behavior that was going on, the vitriol and the aggression that was going on at this meeting. After awhile, one of the Wardens reached over to him and said, "Do not worry, Rector, not until hand-to-hand fighting breaks out."

So what is the answer? The answer is in the next verse. You are my friends. I do not call you servants any longer. I have called you friends and a friend of Jesus, we have learned in the earlier part of Chapter 15, is one who is part of abiding, abiding in Christ and having Christ abiding in him or her. In other words, we are not powerless and alone in trying to love our neighbor, love our fellow christian, love that man in the pew alongside us with

extraordinary jackets and those off the wall views about the second coming.

We are not alone in having to care for that person. We share the love of Christ which flows through Him and through us. We share the sap of the vine. He is my brother because he too is a friend of Jesus. But it is impossible to do that without the sap of the vine, the Holy Spirit, that strange visitor filling us with another energy. Living in Christ with Him living in me, all sorts of alchemies of love become possible but it is a slow business and it depends completely on letting Christ fill us with His spirit. How long, Oh, Lord, until we become remotely Christ-like, until His love for us releases our love for others?

There is a lovely book you may know called "Mr. God, This is Anna." It is written about an extraordinary six-year-old with wonderful insights about Mr. God and she has, as her best friend, a man called Finn who wrote this book and he tells this story: "One day, Anna said to me, 'Finn, Mr. God does not love us.' She hesitated. 'He does not really love, you know; only people can love. I love Bossy, the cat, but Bossy does not love me. I love you though, Finn, and you love me; do you not?' I tightened my arm around her. 'You love me because you are people. I love Mr. God truly but he does not love me.' It sounded like a death knell. Darn blast, I thought, why does that have to happen to people? Now she has lost everything. But I was wrong. She got both feet firmly planted on the next stepping stone and she went on. 'No, he does not love me, not like you do. It is different; it is millions of times bigger. You see, Finn, people can only love outside and can only kiss outside but Mr. God can love you right inside. Mr. God can kiss you right inside so it is different. Mr. God ain't like us. We are a little bit like Mr. God but not much yet; not much yet.'"

That is the secret, is it not -- being loved right inside, being kissed right inside -- and if we can accept that love and share the extravagant intimacy of that love, then we might begin to find the strength to love one another as Jesus commanded. To accept that love means to accept ourselves as loved by God not because we are good but because we are not good and Christ claims the not good as his friends, and I am in there.

I said there were two problems with loving one another. The first is that we cannot do it unless we have the sap of Christ within us and the other is this: Just loving one

another in fellowship sounds pretty mean in a world that is actually aching for love. Loving one another sounds great if you are in the club but as a spectator sport, it might leave a paying customer feeling a bit short changed and indeed, Jesus did not mean us to stop our loving there. He was just getting the infrastructure right. "Love one another," he said. "Be the kind of church where people become whole but do it so that the world might believe, do it so that the love experienced in the fellowship overflows into the streets and cascades through the community, do it so that we turn our living inside out, out from the church and into the world."

Is that what your church is trying to do? As St. Teresa said, "Love is continually bubbling up." Think of the things it can do. It cannot remain where it is. Just as spring water seems unable to remain in the earth, it bubbles up looking for somewhere to go and when it gets out there, this love of Christ carried in our hearts, it has to get into our hands and they have to get dirty. Love is just so much spiritual pink mist if it does not get down to the details.

Do you remember those words of Thomas Melton? "I trust God will put in my way ten million opportunities for doing acts of charity. If I am smart, maybe I can catch seventeen of them in a lifetime before they get past my big dumb face." Ten million opportunities to turn our loving inside out. All of our life is deep in detail and loving is always concerned with detail, with the specific not the general, with somebody and something, not anybody and anything.

An English novelist called Pat Barker had a character in one of her novels called Lisa and Lisa was looking back to her childhood and she said, "We had a way of life; we had a way of treating people. You did not just go to church one day a week and jabber on about loving your neighbor. You got stuck in seven days a week and bloody did it because you knew that if you did not, you would not survive and neither would she." You got stuck in and did it.

"This is my commandment," said Jesus, "that you love one another." I do not know what that means in your church because I can only know what it means in my church. As Eugene Peterson says, "The gospel is local intelligence locally applied." A Welshman called Caleb Davis was up before the local judge and was conducting his own defense. It was a serious offense and they were

committing Caleb to a higher court. The judge said, "I now advise you to get all the help you can get, all the assistance and so on, the lot." "Never," said Caleb. "The Lord Jesus Christ is my only advocate," "None better," said the judge. "None better, but we think you need somebody local."

Of course, that is precisely what we do have. Somebody who is always local. Jesus Christ who is always with us, helping us by the sap of His spirit to turn our loving inside out and to love not only in fellowship but also to engage with local need and far from pink mist, this loving turns out to be as tough as nails as Jesus demonstrated. It is not a love that makes an excuse and fades away when the going gets lumpy, but a love that invites into the kingdom all kinds of undesirables. This is no easy route to a heavenly siesta. This is loving in the mold of Jesus and sometimes it takes the shape of a cross.

So Jesus said, "Love one another as I have loved you," which means to the cross and beyond. Love your brother and sister in Christ and let that love be turned inside out to embrace the local details of a world of need, your church, your locality, your details. As we leave here, let's remember this: Love is not just a good thing; it is the only thing. That is what it is all about. That is why we are here and at the still point of this turning world is the one blazing reality whose name is love. Amen.

Bishop Daniel's Sermon
February 11, 1999
St. Patrick's Roman Catholic Church, Fayetteville

Almost every Sunday, I set out on a pilgrimage as I begin my early morning trek to the parish I will be visiting that day. I call my Sunday journeys a pilgrimage because these trips have many of the characteristics of a pilgrimage: first, there is a fixed destination toward which I travel and look forward to a rendezvous with God and God's people; second, I set out on my weekly pilgrimage with the expectation that along the way, I will have some encounter with God and God's people as I travel. Since I am on a pilgrimage, my call is to be open to the encounter, which often take the form of a surprise meeting with the risen Christ who appears in the person or people I meet and to whom I will be called on to minister along the way. Third, I call my Sunday journeys a pilgrimage since I set out with the clear expectation that in some way, perhaps a very small way, I will be changed by what happens to me along the road.

On a recent Sunday pilgrimage, I set out very early, around 5:30 a.m., long before the sun came up. As is my habit, I stopped at the Krispy Kreme Doughnut shop in Greenville to get a cup of coffee. You must understand that in the morning, especially that early in the morning, I have no higher brain function and am doing well simply to breathe and drive the car. As I pulled up to the drive through window, my friend Joy who works at Krispy Kreme, greeted me: "Good morning, Bishop! Where are you off to today?" I told her that I was on my way to Wilmington. As Joy handed me my coffee, she began to tell me about some sadness in her family the past week. She ended her tale by asking me if I could give her a word of encouragement

from Scripture. I handed my coffee back, asked for sugar, and while Joy went to get it, I began to think furiously. By the time she got back, I said, here is the word: "Weeping endures for the night, but Joy comes in the morning." She lit up with encouragement, and off I drove into the darkness.

Now it seems to me that our life as Christians and the life of the church is all about relationships: our relationship with the risen Christ in our baptism; our relationship with our brothers and sisters in Christ; and our relationship with our neighbor, who may or may not be baptized or belong to a church, but who stands before us in need of ministry, that ministry to which we committed our lives in our baptism. Our call as baptized persons is to be always ready to minister in whatever moment we find ourselves. In the particular moment I described with my friend Joy, it was a moment in which I drew on my studies and learning of scripture. I say this only to point out that continuing study, education, training is of critical importance to my life and yours as we ceaselessly equip ourselves for the moment in which we are called to minister. And our moment of ministry usually comes at the least expected time or place. Remember that my moment of that Sunday's pilgrimage came when I was not yet awake and sitting at the drive-through window at Krispy Kreme.

So off I went on my Sunday pilgrimage, and by the time I arrived in Kinston, I stopped at my usual watering hole, a Kwik Mart on the highway, for another cup of coffee. As I was pouring my coffee, a man wearing a black bandana wrapped around his head approached me and said, "I can tell you're a preacher by that thing you're wearing around your neck! I want to lodge a complaint with your boss." "What complaint?" I said. "Well, a year ago, I prayed for

female companionship. God answered my prayer, but he sent me the wrong female, and now I want to complain to your boss!" When I suggested that God was my boss, my friend said: "No, not to God, to your boss." Finally I allowed as how I was a bishop, and he responded by saying the want to lodge his complaint with the head bishop. I suggested he write to the Most Rev. Frank Griswold in New York. But my friend was not to be dissuade so easily. "Look he said, you're a multinational organization, aren't you?" Yes. "As I see it, you're the branch manager, the guy in New York in the regional manager, and the person I want to complain to is the top dog of the whole outfit." At this, he pulled out a pencil and paper , and wrote as I dictated: "Send your letter to : George Carey, Archbishop of Canterbury, Lambeth Place, London." He wrote all this down and then asked my name since he wanted to mention our meeting in his letter. I gave him the name of another bishop in a different diocese. May God forgive me.

My friend, unintentionally perhaps, displayed a remarkable depth of understanding when he referred to the church as multinational. Indeed we are, and we are more. True, the church stretches around the world encompassing people of varied races, nations and cultures, and sometimes we have difficulty understanding one another, even though we share a commitment of our common Lord. But more than that, we know that we are only temporary inhabitants of this earth, and that our real life, our eternal life stretches beyond time and space, is hidden in Christ and anchored in the gift of immortality given us by our Lord. You and I, through our baptism, belong to a fellowship, a body that stretches beyond geographic borders, beyond even time and space. We call that fellowship the communion of saints, and in that eternal communion is rooted our life and our hope. You see, the church is all about relationships: our baptismal

relationship with our risen Lord; our relationship with one another as brothers and sisters in Christ, our relationship with the world we are called to minister to. As Anglicans, we are in a special relationship with the Archbishop of Canterbury, whose seat is at Canterbury Cathedral. Out of Canterbury Cathedral, in a spiritual and historical way, flows our identity and worship and ethos as a part of the broad stream of catholic tradition we know as Anglicanism. The idea of cathedral as a place to which we make pilgrimage, and as the source of worship, witness and mission is an old idea in our tradition. Cathedral plays a crucial role in marking our identity and understanding of who we are in relationship to God, our tradition and to one another. So my friend in the Kwik Mart was perceptive in his remarks about us being multinational. Indeed we are, and as Christians, we are more.

By the time I came to Beaulaville on this particular Sunday pilgrimage, the sun was (finally) up, and I thought in a passing way of stopping for another cup of coffee. But given my experiences the last two times I stopped, I dismissed the idea and kept on going. But God is not to be outdone. My pilgrimage was, as it turned out, not yet over.

When I arrived in Wilmington, I stopped for a red traffic light, and there, sitting on the traffic island next to my car was a rather sad looking man. He had a hand-lettered cardboard sign that said: "Hungry. Stranded. Need help."

I gave him some money and pointed him towards St. Paul's Church, a short distance away where I assured him he would find more help. I told the man that he would know he had arrived at St. Paul's when he saw a large pink sign in front of the church that said "St. Paul's Welcomes Hungry Hearts."

Now you and I know many people who are like that man, who carry around not cardboard, but invisible signs that say “Hungry. Stranded. Need help.” These people may be friends, or family or co-workers, or fellow students people who do not belong to a church, who are in need of fellowship, acceptance, reconciliation, healing, wholeness and hope that comes from being a part of the life of the church. Our call from Jesus, our command from him, is to be those people who invite others into this life-giving, godly fellowship. Drawing others into the life of the church in an intentional way is not something optional in our life as Christians. It is simply who we are: one beggar telling another where there is bread.

This, then, was part of my pilgrimage one Sunday morning a few weeks ago. On that pilgrimage, I was called on to draw upon my study of scripture; I found myself linked in an important and mysterious way to Canterbury Cathedral; and I found myself called to be an evangelist. Such is the life of the pilgrim, my life, and your life as fellow pilgrims here in the Diocese of East Carolina.

Every day is a pilgrimage for each of us in our life in Christ, and for our life as a diocese. To live as a pilgrim involves giving ourselves to study, to witness and to evangelism. To be on pilgrimage as a follower of Christ means that we are open to change and to surprise encounters with the risen Christ. God calls us, here in the 116th Convention of our diocese, to continue our pilgrimage through study, discipline and strong witness. God calls us to reach out to all hungry hearts and to invite them to drink from the well of living water that springs up into eternal life.

BISHOP'S ADDRESS
116th ANNUAL DIOCESAN CONVENTION
FEBRUARY 11 - 13, 1999
HOLIDAY INN BORDEAUX, FAYETTEVILLE

What an honor, joy and privilege I count it to stand before you for the second time as your Bishop of this our beloved diocese of East Carolina. Today, for the 116th time since its founding in 1883, the Diocese of East Carolina gathers in convention to worship and pray, to deliberate and to celebrate God's people. I thank God each day for the parishes, clergy and 16,000 baptized ministers who hold up this diocese and give of themselves in such liberal and generous ways for the well-being of the church and for ministry to the heartache of the world.

My address will have three parts: An introduction, a look at the year past, and then my vision for our future as a diocese.

I suppose that I know I had finally arrived when, on one Sunday visitation after the service and as I was greeting the congregation at the door of the church, an lady shook my hand and said, "Oh bishop, it's so good to see you again, but when do we get to see the new bishop?" Before I had a chance to speak, her companion responded, "Dear, he is the new bishop: He just doesn't seem that way any more."

I take a moment here to give thanks for the life, witness and ministry in this diocese of two men who are here today, and who will be leaving positions they have occupied for many years and in which they have served so well. The first is P. C. Barwick of St. Mary's, Kinston, who has served as Chancellor of this diocese for ten years. P.C. came to my office one afternoon a few months ago and broached the

matter on his mind delicately as he could put it: "Bishop, he said, "I've been Chancellor of this diocese for ten years. If you wish to reappoint me this year, you may, and I am willing to serve. But, if you do reappoint me, know that I will also expect to be put on the pension list next year." Through these years, P.C. has offered wise counsel and patient advice to Bishop Sanders and myself. I am, as we all are, grateful for his generous sharing of himself and his many talents and skills in this way.

The second person I recognize is a person who made two mistakes. His first mistake was to volunteer and secondly, to offer to come on board for a few months to help out at Trinity Center. Now, ten years later, he has announced his intention to retire, which he will do at the end of this year. I refer, of course, to Mike Morgan, Executive Director of Trinity Center. Through his tireless, energetic and wise efforts, Trinity Center has become a premier camp and conference center and is a flagship facility on the east coast. Mike and his wife Helen have brought the gifts of friendship, hospitality, generosity and commitment to Trinity Center and to this diocese.

P. C. , Mike, Helen, for all you have done for so many; for all that you have done for the good of this diocese; and for all that you mean to all of us, thank you. Thank you, and thank God for you and for the loving ways you have given of yourselves to our diocese.

Two more words of thanks: first to what must be the greatest diocesan staff in the whole of the Episcopal Church - who give unstintingly and unselfishly of themselves to the bishop and the diocese in ways that are supportive, life giving and generous: Cynthia, Jimi, Kim, Jane, Judy, Phil, Carol, Bruce, Alicia. Please stand to be recognized and to

hear the thanks of those you serve so well.

And last, to those for whom I most often and most deeply give thanks - my wife, Anne, and children: Margaret, Elizabeth, Charlotte. Your love and support encourage, challenge and hold me up in ways you do not even know. For you, I give thanks upon thanks.

I stand at this moment in the unenviable position of a mosquito in a nudist colony: so much territory to cover and so little time. Now I will spend a little time looking at our diocesan life over the past year. The larger part of the address will be to share with you my visioning for the future of our diocese.

THE YEAR PAST

Our diocesan life has been full and rich in the last year, and time does not permit an exclusive recounting of all that we have accomplished. Let me share briefly with you four (4) areas of work that impress me as especially worthy of note. Two are areas in which we are beginning new work. One area represents a continuing and growing endeavor. The second represents an area to which we must pay closer attention and recommit ourselves. I will close this section with some remarks about staffing for our diocesan work.

The first area of new work is one about which we will hear more later today. It is one to which the convention will later address its attention since we have come to a point of decision. I refer to the work of the Retirement Feasibility Study Committee under the able leadership of Admiral Fred Baughman of Christ Church, New Bern. This group has, over the past year, worked and studied and will bring before the convention a recommendation to commit ourselves to

the next step. The possible creation and construction of a retirement facility is a large undertaking and one that, if encouraged by the action of this convention later today is still several years down the road. We will hear more about this later today.

The second area of new work undertaken in the past year is an extension of our existing work in ministry to Hispanics, done so ably and so well by Father Nick Ibarra and the congregation of San Mateo at the eastern end of our diocese, and by Keith Merritt and the farmworkers ministry at the western edge of the diocese. Both San Mateo and the Episcopal Farmworker's Ministry have done magnificent and powerful work, ministry and witness. Even so, we barely touch the lives and needs of the thousands of Latinos who work, live and move through East Carolina. In order to broaden the scope and depth of that ministry, I have formed a new group called The Episcopal Hispanic Ministry Board, under the able leadership of the Rev. Bill Bradbury, rector of St. Peter's, Washington. I have asked this board to determine how we might expand and deepen our diocesan ministry with the Hispanics in our midst in order that we more effectively respond in life-giving ways to this flood of new comers among us. Thankfully, this group has begun its work, and God willing, we will hear more from them in days ahead.

The third area of work in the past year is a renewed effort to support, strengthen and encourage the life and ministry of our priests and deacons. We are committed to continue to build a community of fellowship among this gifted and loyal group. We have rejuvenated the Clergy Salary Committee. I have recently appointed a new Clergy Continuing Education Committee, under the leadership of the Rev. Jim Cooke, rector of St. Anne's, Jacksonville of St. Anne's,

Jacksonville. And when this convention closes, many of the clergy and their spouses will remain for an evening of relaxation and entertainment as one small way of saying “thank you” to these few who do so much for many. Strengthening our clerical community is all to the good, but there is a new edge to it. Within the next ten years we will be facing a shortage of clergy in this church. There will be fewer clergy and more positions open. Not only will parishes be competing for a decreasing number of clergy, so will dioceses. By putting considerable time and intentional effort into building up and caring for our community and its morale, I believe we can put East Carolina in the forefront of dioceses in terms of our ability to attract the high level of clerical leadership we have become accustomed to in East Carolina. To help accomplish this, I have asked the Rev. Canon Victor Fredericksen, rector of St. Paul’s, Wilmington, to chair a clergy wellness study that will indicate to us the status of our clerical community in terms of its morale and effectiveness as well as some ways we might go about strengthening it. I want us to do all that we can, for the good of our clergy, parishes and diocese, in order to attract and keep the best available ordained leadership for our parishes and diocese.

The last area of work in the past year to which I wish to draw our attention is the area of the diocesan stewardship. By now, you who are clergy and delegates know that our diocese suffered a shortfall in pledged income from parishes this year and that while pledges from parishes for 1999 remained at 1998 levels, some \$250,000 in asking for diocesan programs had to be cut. East Carolina is one of a very few dioceses in the Episcopal Church committed to voluntary pledges from congregations, rather than a fixed assessment. This, I believe, represents a good model of stewardship. But the price for voluntary pledging from

congregations is constant vigilance and awareness. In the coming year, I am going to ask the Department of Stewardship to visit each congregation in order to communicate the budget, work and aspirations of our diocese as vestries begin to prepare their own budgets and consider their diocesan pledge the coming year. A parish's pledge to the diocese is not just something you do. . . it is an expression of who we are. Without the "beyond ourselves" piece, we sink into parochialism and isolation. This is simply not who we are. The diocese is more than a confederation of independent parishes. Giving beyond the boundaries of our local congregation is a barometer of our spiritual health, vision and understanding of who we are as Episcopalians in the broad river of Anglican and catholic tradition. A parish's pledge to its diocese is one way the parish projects its ministry on the wider screen of life and ministry throughout the whole of the diocese and beyond, on a national level. A parish's diocesan pledge links us to one another and to those we are called to serve in our Lord's name in stronger and wider ways. Pray that God will deepen our commitment to one another and to God's world, by means of our parish pledges in the coming year.

Finally, some words about our present and future staffing on the diocesan level. As you may remember that in 1997, following Bishop Sanders' death, I took an interim step by naming the Rev. Canon Philip Craig to become my Canon to the Ordinary and Mr. Bruce Nolin my part-time assistant for deployment, both for a period of two years. This coming December we will come to the two year mark on that arrangement. Let me say now that both of these dedicated and talented men have brought good gifts of skill, experience and insight to their respective positions. Phil and Bruce have served, and continue to serve our diocese well. For them, and their work, I know you join me in giving

thanks to God. In the coming months, I will be preparing to come to a determination as to a permanent configuration for these two positions, and I will be sharing my plans with you in a timely way. Pray with me in the months ahead for God's guidance, and with continuing thanksgiving for Phil and Bruce's work on our behalf.

THE YEARS AHEAD: THE VISION

Surely, no more and no less than the church in every generation, are we a pilgrim people. The church is a community of faith, hope, witness and ministry which is on a pilgrimage at God's call and under God's guidance. A pilgrimage is a journey to a specific destination undertaken with the intention of seeking an encounter with God which will open the pilgrim to change. A pilgrimage is always toward a holy place, and along the way God's life and human life will touch and intersect, sometimes meeting as the smoke that always rises when sinfulness and holiness meet and grind upon one another, and sometimes meeting in moments of miraculous transformation. That is what it means to be a pilgrim people: always moving, always searching, never static, always aware and ready for self discovery and surprise encounters with the risen Christ. Hymn 527 describes the church's pilgrimage in the vivid imagery of Israel's Exodus and liberation from slavery in Egypt in this way, "Singing songs of expectation, onward goes the pilgrim band. Through the night of doubt and sorrow, marching to the promised land. Clear before us through the darkness gleams and burns the guiding light: trusting God we march together stepping fearless through the night."

In a few months, we will mark the end of this century and the beginning of the next millennium (even though, through

a monk's error in addition, the actual millennium of Jesus' birth has probably come and gone some four years ago. . . a fitting image, no doubt, for what happens when a divine task is entrusted to finite human hands.) I just saw in a magazine this past week, an advertisement for a monthly magazine whose sole topic is devoted to matters relating to the end of the world in the year 2000. For a mere \$250, the publisher is offering a 2-year subscription which ends 2001 and the magazine includes hot tips for which stocks to buy for the best returns on long-term growth! As we approach the millennium, I do so as a Christian, firm in the knowledge that Jesus may return in glory at any time and also in the knowledge that until that time, we are called, in the words of the Gospel, to be awake and to watch. . . for we do not know the exact day of how the Lord will return. But we are confident in the knowledge that Jesus will return. We are confident that, as we go about our Lord's work of justice and peace, we will greet him without shame or fear, and with the hopefulness born of love and trust.

Now, it seems to me that the benchmark of the beginning of a new millennium is a good point for us as a diocese to begin our vision for the years ahead. I share with you now, the beginnings of my own visioning for our life as a diocese. I do so in the understanding that my own vision is a partial one until we have all had a hand in shaping it and the vision has become our vision as a diocese.

Vision comes from God. Vision has an "out there" part, that has to do with the invitations God issues to us for new and renewed ministry as God's pilgrim church travels the road toward its heavenly destination. Vision also has an "interior" part consisting of what rests uneasily on our souls, producing restlessness and prodding which urges us toward action and response to what is and what might be.

Vision comes only with labor, prayer, discernment, listening, discussion, struggle, and sometimes conflict. But vision is so central to our pilgrimage that one writer in the Bible said, "Where there is no vision, the people perish." A vision then, describes the present, projects into the future and involves us as God's people in creative and meaningful actions rising from our trust in God and in our commitment to ministry to God's world.

My vision has three parts. The first is this: currently there are roughly 16,000 Episcopalians in the Diocese of East Carolina. I envision that by the year 2005 that we double our number to 32,000 or more. Remember that bringing others into the life and fellowship of the church is not an extra for us, and not an optional piece of our life, if we take our Lord's command seriously to "go and baptize all nation." Every one of us here today knows at least one person or one family who do not have a church home. Every one of us here today have found in the church wholeness, healing, forgiveness, acceptance and hope. Every one of us here today is called by our Lord through our baptism to introduce and bring others into the joy and worship of each congregation in this diocese to be glorious and life-giving every Sunday. I want each congregation in this diocese to become a community of miraculous transformation where lives are strengthened, souls are healed and bold ministry is empowered. And why not? Such worship, mission and ministry is not just something we choose to do or not; it is an expression of who we are. When I shared this part of my vision with one person recently, she said, "Oh you mean each one brings one, and you're giving us five years to do it." Precisely! Today, I want us to commit ourselves, as a diocese, to doubling the number of Episcopalians by 2005. Our struggle will be to plan how we can support and encourage, through our life as

a diocese, individuals, and parishes living into this vision. I have also asked David Stoller from Christ, New Bern to chair of the Department of Congregations and Development, whose primary work will be to assist and encourage congregations in actively planning for growth. We can do it. Jesus calls us to do it. We have the resources to do it. The only question is, do we have the will to do it?

The second part of my vision is to establish what I am calling an Anglican Academy. The purpose of this is to provide on a parish, deanery and diocesan level, educational opportunities, leadership training events and occasions for spiritual growth that arise from and give witness to the deep nourishment from the wellspring of our magnificent heritage as Christians and as Anglicans. In scriptural terms, I am describing “equipping the saints” for continuing our pilgrimage. I envision developing a wide range of academic and experiential opportunities for learning and growth; for example, courses in the traditional areas of Biblical studies, Theology, Church History, Moral Theology and Ethics, and Liturgy, among others. I envision opportunities for growth for both ordained and lay people in those practical areas that relate to the practice of ministry such as leadership training for ordained and laity, conflict resolution, organization and management, stewardship, evangelism and church growth.

The third part of my vision is to establish a cathedral for the Diocese of East Carolina, something which our diocese has never had. Now when I say cathedral, what I don’t mean is erecting a large building of stone. To me, a cathedral is many things, but principally it is a place where certain relationships are modeled and celebrated. First, the cathedral is the seat of the bishop and the spiritual center of our diocese from which all baptismal and Eucharistic ministry flows into all the parishes of our diocese. The

cathedral is then the spiritual heart of our diocese. Second, the cathedral belongs equally to all, and every parishioner of our diocese can visit the cathedral and say, “This is my cathedral. This is the wellspring of my home parish’s worship, witness, mission and ministry. I belong here as do the other 16,000 (or shall I say 32,000) communicants of this diocese.” Third, the cathedral is the great crossroads of our diocese to which people are drawn on pilgrimage - and I say on pilgrimage because one sets out on pilgrimage with the expectation that on one’s journey there will be an encounter with the divine, a rendezvous with the risen expectation that on one’s journey there will be an encounter with the divine, a rendezvous with the risen Christ in unique and surprising ways. The cathedral, then is the place from which all ministry in our diocese flows and that place to which we are drawn on pilgrimage. The cathedral is a sign of our unity, our oneness in Christ, and from which we are sent back into our parishes, lives and ministries, renewed and strengthened and equipped for the pilgrimage that is ours as God’s saints.

Therefore, I intend to establish the cathedral of the Diocese of East Carolina at the one place that we all know to be the spiritual heart of our diocese, the great crossroads of our diocese, that place to which we are drawn for education, fellowship and refreshment, and from which we return to our everyday life and ministry renewed and strengthened. I intend to place our cathedral at Trinity Center.

Note that Trinity Center itself is not the cathedral, since Trinity Center is one expression of the life and mission of the cathedral. Rather, I envision placing a building at Trinity Center to be the physical expression and focal point of the life of our cathedral. I would love to find an existing church building, one that is perhaps small in size, unused in

a regular way at present; a building that is perhaps of venerable age, with links to both our historical past and present ministry. And upon finding such a building then to move it to Trinity Center in order that it become the Cathedral of the Diocese of East Carolina. Restored and refurbished, the building becomes the center of daily worship for Trinity Center itself, and a place of worship for the various meetings and gatherings of our diocese at Trinity Center. The building itself need not be large in a material way in regards to its physical size. For what place built with human hands can contain the risen Christ? Small though it may be in physical size, our cathedral's heart will be enormous. Large enough to hold God's heart, and small enough to hold yours, and mine.

Three parts of my initial vision: doubling the membership of our diocese in five years; establishing the Anglican Academy; establishing our cathedral at Trinity Center. There will be more to the vision, and more added to it as our visioning widens to include all of us in the diocese.

Such visioning will require reorganizing our diocesan structures to serve, enhance and promote the vision. Let me speak to how your bishop understands what it means to be a diocese, and what the structures that serve our diocese might look like.

First, I understand diocese to mean not structures, but relationships. Our diocese, and every diocese, is a body, a living organism that is an expression of the life of the risen one who animates the body. That is the only reason to have a body: to give expression to the life that is in it. Our life, our risen Christ. Diocese is a relationship rooted in the baptismal relationship each has and all have with the risen Christ. Diocese is a relationship rooted in a body and

expressive of the life within that body. Our individual relationship with the risen Christ through baptism, our corporate life and relationships as the living body of Christ, our relationship with the world which our Lord calls us to minister. Diocese - it is all about relationships, with a structure to serve the relationships, and not the other way around.

Let me illustrate what I mean. One way is to see our diocese as a pyramid; broad at its base, built on a foundation of many lay persons and parishioners, narrowing as it moves upward through the smaller numbers of priests and deacons. At the apex of the pyramid sits the bishop. That is one way to think about the diocese structurally. But there's a problem with this view. The problem is that a pyramid is static, immovable and heavy. And in the end a pyramid is, after all, a tomb.

There is, however, a more dynamic, organic and life-giving way of thinking about our life and structure as diocese. I like to think of our diocesan life as a tree, a shoot from the stump of grandfather Jesse's tree: our diocese is a tree that sends its roots deep into the nourishing soil of scripture and tradition and reason; a tree held up by a sturdy trunk representing the life of the diocese, a trunk through which nourishment and life moves up from the roots to the branches and leaves. I think of the branches and leaves and fruit as being the life of the congregations and people of East Carolina; nourished by the food from the roots, and in return replenishing the roots. For, you see, even though our diocese is the basic unit of the church, our diocese also exists to serve the parishes and people of our diocese. After all, our call as Christians is always to follow in the footsteps of him who came to serve, and not be served.

And so we who are the body of Christ in this world, ministering with His hands and following in His footsteps of servanthood, we continue on our pilgrims' way, neither neglecting our Lord's commission to minister in His name nor forgetting the heavenly prize that is our final and unending pilgrim's rest. As we journey in our pilgrimage, let us sing: confidently, boldly, hopefully. Let our song fill the hearts of all who hear it, unstop the ears of all who catch its melody and open the eyes of all who glimpse its power. "Awake my soul," says the hymn, "Awake my soul and stretch every nerve, and press with vigor on; a heavenly race demands thy zeal, and an immortal crown."

May God give us the will to do these things, and the grace and power to pursue them as we go about our God-given work of proclaiming to every person in East Carolina and beyond the Good News of Jesus Christ: You are loved. You are not alone. We belong to one another. We make one another stronger. This is the Gospel we proclaim as a pilgrim people: this is the purpose of any structures we construct; this is the source and the future of our life as followers of the risen Christ.

**CONVENTION 1999
FRIDAY, FEBRUARY 12
NOON DAY PRAYERS**

The Rev. Canon Phillip Craig, Sr.
Holiday Inn Bordeaux, Fayetteville

TEXT: Colossians 3:12-15

THEME: We are God's chosen ones.

“As God’s chosen ones...” Now, how about that? You are chosen. I am chosen. And not only chosen but **holy and beloved**. The problem for the majority of us is not that we do not understand this, it is that we do not believe it,...and so we are not able to put on these wonderful and generous gifts. Lord Help our disbelief. It is because we are chosen, and for that reason only, that we are enabled to cloth ourselves with compassion, kindness, humility, meekness and patience. And it is only because we have been enabled to dress this way that we are able to put up with each other. As some of you may know, when the Bishop first asked me to share his ministry, Nancy and I moved from a very large rectory into a small but adequate two-bedroom apartment. I soon discovered something. If you are going to live with someone in a two-bedroom apartment then you had better be very good friends. There is no place to hide. We needed compassion, kindness, humility, meekness and patience.

Have you ever tried to bear someone when you are convinced that you are in possession of the *truth, the whole truth and nothing but the truth so help you God*, right here in your hip pocket? When my soul is in that kind of place I tend to think that God has appointed me the duty of straightening out all of those uninformed lost souls. What’s more, I justify my arrogant behavior by calling it “a defense of orthodoxy” (without the honest addition of “as I see it”). That wonderful 14th century English mystic, Dame Julian of Norwich, speaks to me at those moments when she wrote: ...”the beholding of other

men's sins makes, as it were, a thick mist before the eye of the soul, and we cannot for the time see the fairness of God." We are God's **CHOSEN** ones. "**Jesus the name that charms our fears - that bids our sorrows cease**" - come now and clothe us in compassion, kindness, humility, meekness and patience.

The powerful and liberating truth is that we communicate the Gospel by being the Gospel. When we move out from under the cover of the new garments of compassion, kindness, humility, meekness and patience then we become, as it were, misty-eyed and we fail to see the plight of the homeless and hungry. How do we live in a church and world that is beginning to feel a good deal like a two-bedroom apartment?

It was a 17 year old boy who stood at the edge of the roof of a high building in the Bowry section of New York City some 15 years ago, ready to jump. Life had lost meaning for him. He had experienced, he was to say, **NO** love or meaning in life. His name was **Mike Buchanan**, and he had been abandoned by his mother and his father. What makes me remember the story was the behavior of the crowd. There were, without doubt, many who would have claimed church membership. Yet that crowd encouraged Mike's self-destructive behavior by chanting "JUMP...JUMP!" Jesus, "**break the power of canceled sin and set the prisoner free**" and clothe us with compassion, kindness, humility, meekness and patience." We are God's chosen ones.

It is *painful* for me to see clergy behaving as if their calling is to be a Chief Executive Officer. It is *painful* for me to see the perimeters of our ministries being defined by malpractice limitations set by insurance companies. It is *painful* for me to see congregations more interested in arguing about doctrine than about living the Christian

life. “When did I see you in prison and not ask thee about thy beliefs in capital punishment?” “When did I see thee hungry and not ask thee about thy beliefs in the doctrine of original sin?” “When did I see thee naked and lonely and ask thee about thy beliefs in spirit baptism?” *We need to sound a warning here. Do not take God for granted.* We will never be able to domesticate God..to de-fang GOD? No doubt you have heard that the God in the Old Testament is a **god of terrible judgment**, but the God of the New Testament is a **god of gentle love**? Well, please remember that in **Genesis** God, at the very moment of terrible judgment, lovingly stitched together clothing for Adam and Eve so that they might be warm and sheltered from the cold, and in the New Testament **Sophia** and **Annanis**’ guts exploded because they lied about their **pledge**. Now there, bishop, is a great text and theme for next year’s stewardship effort. Jesus is our best friend – and that is wonderful, *but* we had better remember to call him *Alpha and Omega*, the beginning and the end. He is the *Awesome One*. “**Hear him you deaf and you blind see your Savior come and leap you lame for joy,**” for he has come to clothe us with compassion, kindness, humility, meekness and patience. We are **GOD’S** chosen ones.

Several years ago an archaeological expedition in Iraq was working in a place called SHANIDAR CAVES. Dr. Roger Soleski, Columbia University anthropologist uncovered several graves of Neanderthal Man. 40 to 50 thousand years ago we buried our dead. What was quite amazing was the discovery of a grave in which lay a man who had his arm amputated below the elbow. They were able to piece together some bits of information about that man's life. He lived to be the ripe old age of 40 before a rock killed him. But it was as a young man that he had lost his arm and they think his sight. And since he could hardly have foraged for himself, *he must have*

been supported by his people for more than 20 years. Fed, protected and then made a grave for him and laid him to rest among flowers. They even identified the flowers...grape, hyacinth, yellow groundsel, hollyhocks and yarrow. A remarkable capacity for caring. It is difficult in a society as fragmented as ours, a society which seems bent on fulfilling individual desires and wants, rather than caring for others, for us to *find the capacity to be tender*. I believe that we have to work at tenderness. It does not happen automatically. Yet the quality of life is enormously improved when we understand that we are called, you and I, to be the tenderizers of the world, *softening* the toughness of the world by the balm of the spirit **“He speaks, and listening to his voice new life the dead receive.”**

Oh...about Mike Buchanan, the 17 year old. It seems that there was a man in the crowd, William Fox, who talked the young man in from the edge after 1 ½ hours. He persuaded Mike that his life was valuable and could be worth living. The clincher was that Fox invited Mike to his own home, and the NEW YORK DAILY NEWS reported that William Fox had obtained legal custody of Mike Buchanan. What would happen to the number of homeless in North Carolina if every Episcopalian invited a homeless person to live with them? Now, that's a scary question - but haunting. **“...the mournful, broken hearts rejoice and the humble poor believe.”** You can claim, by God's grace, Christ's tenderness and nurture and care. **“Our gracious Master and our God, assist us to proclaim, to spread through all the earth abroad the honors of thy name.”** We are a new person in Christ. May the peace of Christ rule in your hearts. We **ARE** God's chosen ones.

AMEN

ALBEMARLE MANNA PROGRAMS AND SERVICES

To the Bishop and the One Hundred Sixteenth
Annual Convention of the Diocese of East Carolina:

Albemarle Manna has combined many services under one umbrella agency to better serve this indigent, sparsely populated area, thereby maximizing staff, equipment and facilities.

The **Food Bank** is a member of the national network of Food Banks called Second Harvest that accepts large food donations from processors, distributors, farmers and retail corporations. Most of these donors are from outside our service area and usually donate by the tractor trailer load. Because there are no national producers, processors and wholesalers in this very rural area, Albemarle Manna survives largely through its affiliation with Second Harvest.

Local grocery stores, Hunters for the Hungry, the New England Aquarium, the Law Enforcement Division of Marine Fisheries, and local prisons are important donors to our **Food Recovery Program**.

Since it began in 1982, the Food Bank has distributed over six million pounds of food to the hungry people in eastern and northeastern North Carolina. Distribution the last two years has skyrocketed--increasing between 20 and 30 percent each year. In 1998, one million pounds of food will be given. Second Harvest expects that to double or triple the first year of our occupying our new facility next year.

The **Rural Delivery Program** was instituted in 1995 and is provided to the Western, Eastern and Southern portion of our service area

once a month. This is greatly needed in the rural areas, as there is no other source of food available to the hungry residents of these counties. Since inception of the Rural Delivery Program, distribution to agencies using this service has increased a total of 72% over three years!

This has been helpful to agencies; however, limited storage space prevents them from being able to take enough food to last for the entire month. Our ailing fleet won't allow for any additional trips. In addition, the agencies' staff are not able to see the available product and cannot always access the variety needed for food boxes or meal preparation. Rural delivery orders are currently placed over the phone, which limits the shoppers awareness of available product, especially produce and fresh meat and fish.

In April of this year, a **second warehouse site** was opened in the southwestern service area. This allows agency shoppers to have more flexibility in product selection, transportation, scheduling and food storage. It is currently operating with a full schedule of shoppers, leading us to consider adding additional days of service for those most rural areas.

The distribution of food and services to individuals in two counties is accomplished through the **Direct Services Program** which provides food, fuel, advocacy and referrals. The **Lunch Bag Program**, which provides a daily meal to residents of two counties who are homeless, migrant workers, have special dietary needs that they are unable to provide for themselves, or find themselves in an emergency situation. **SHARE** enables people to help themselves by stretching their food dollars or stamps, and give back to their community by volunteering monthly, some in our

Volunteer Program.

Albemarle Manna also supports the goal of long-term food security for all people through its **Advocacy and Public Education Program. Community Food Drives and Disaster Relief** are important in bringing individuals and community groups together to address the hunger problem in new ways.

Submitted by,
Cindy L. Wagner

CAMP TRINITY

To the Bishop and the One Hundred Sixteenth Annual Convention of the Diocese of East Carolina:

The summer of 1998 was a stellar year for the Camp Trinity program at Trinity Center with an enrollment of 622 campers. Our camp calendar was shifted to respond to the evolving school schedules and we were able to accommodate more campers in our sessions.

It was a new summer for us in many ways with the completion of Trinity Center with a number of additions and improvements to the camp area. The completion of Lagoon housing provided a place for the summer staff to be housed this year within the camp area which was most helpful. Also the Sharp Building provided a great space for camp to gather during inclement weather or for special programs. The expansion of the recreational field was an terrific addition for all our outdoor programming. Also the benches which were added to the campfire area provided much needed seating for our group of 100 weekly. The addition of a second pool for the conference center truly took the pressure off of both

programs going on the facility by providing a resource for camp and conference center guests. We are most grateful for the pieces of the completion of Trinity Center which have been added to the summer program. Many new opportunities were discovered in our programming with the new facilities.

We were as always blessed by an outstanding summer staff, most who are from our parishes in the diocese and who have been campers at Trinity in the past. The Camp Trinity staff were: Carol Taylor, Penn Perry, Julie Lane, Adam Livengood, Jennifer Smith, Danny Alger, Edward Perry, Toby Toppins, Katie McRae, Mark Powell, Matt Motteler, Charleigh Barr, Anne Randall, Katie Bradbury, Hunter Jones, Elizabeth Pegram, Erin Peterson, John Acee, Monte Mills, Austin Motteler, Matt Vaughn, Judy Glick, Becky Temple and Ginger Powell.

The Chaplains for our summer program added wonderful presence and teachings to each session. The Chaplains were: The Rev. Ron Abrams, Ms. Carol Taylor, Mrs. Anne Bustard, The Rev. Phil Glick, Mrs. Vicki Peterson, The Rev. Pam Stringer, The Rev. Barbara Chaffee, The Rev. Tom Chaffee, The Rev. Sean Cavanaugh, Mrs. Molly Stroffregen and Mr. Eric Stroffregen. Their gift of time in teaching our morning programs, leading our worship experiences and playing with us always is a compliment to the camper's time at Trinity. We thank each of them for their participation in the summer program.

We had an outstanding Adventurers Camp with a twenty eight volunteers helping with our campers. This camp is only possible through the hearts and hands of those volunteers who gather each summer to serve as a Companion for campers throughout the

week. We are grateful for The Rev. Phil Glick and Mrs. Vicki Peterson for their ongoing leadership with this camp as the Chaplains. A special note of thanks goes to Mr. Harry Douglas who has faithfully served as a volunteer companion for 9 years. His presence and participation with these campers has touched many over the years.

We had several weeks in which we had international campers from beyond our diocese who were brought to us through our parishes. We had a week of Counselors-in-Training from the Diocese of Puerto Rico, campers from Mexico, Russia and the Czech Republic. Our diversity of our diocese and beyond added to a summer for many wonderful exchanges in the camping community.

For Camp Trinity, we were accredited for the third time by the American Camping Association. This accrediting process is truly an outstanding achievement for a camp meeting 301 standards set for the camping industry. Camp Trinity was blessed to set a perfect score in meeting the standards this summer earning accreditation for a three year period.

Our appreciation is expressed to The Rev. Bob Banse, Chair of the Camp Committee, who has served for four years on the Committee. He moved in the summer to serve a parish in Pittsburgh. We are delighted to have The Rev. Phil Glick, who now serving as Chair of the Committee. We look forward to his ongoing leadership with Camp.

Camp Trinity ended its 13th summer at Trinity Center with many blessings shared among the children in this community. Our deepest gratitude goes to the Camp Committee, our parishes, parents, campers and staff

for the presence and support of this ministry in East Carolina. Camp Trinity is about molding lives and sharing our Christian experience as a community together. Thank you to all in the Diocese of East Carolina who have given to this ministry over the years.

Faithfully submitted,

The Rev. Phil Glick
Camp Committee Chair
Carol M. Taylor
Youth Ministries Coordinator

CHURCH PERIODICAL CLUB (CPC)

To the Bishop and One Hundred Sixteenth Annual Convention of the Diocese of East Carolina:

The Rev. Charles Gills' request for a grant for the Hatteras Island Project was approved. It was only this last Friday that I saw the announcement in CPC Quarterly. Two hundred dollars were donated by the Diocese of Southern Virginia; two hundred dollars from Province III, and the remainder came from the National Books Fund.

40% of the CPC Sunday collection goes to the National Books Fund; 20% to the Administrative Fund of NBF; 5% goes to the Province representative to cover her cost of operations. The remainder: 20% is for diocesan projects, and 15% for diocesan operations (stamps, phone calls, stationary, etc).

Any funds raised from projects other than CPC

Sunday can be used to meet our needs in the Diocese. Two years ago, I requested a donation from each church, calling it the "Special Fund," to support N.C. seminarians and other special needs in the diocese. The response has been gratifying. The total collection for the Special Fund this year has been \$1,572.96. Of that amount, \$135.81 has been used for a gift of a book to a newly ordained priest in North Carolina. Total collection for CPC Sunday was \$1,495.80. After distributions to the National Books Fund, the NBF Administrative Fund, and the Province IV representative, the balance left for use in the diocese is \$299.16. There is at least one problem with separating these funds which come through the mail. I ask that a notation be made on each check for which fund it is intended. More often than not, the designation is missing on the check. My letters for donations to the Special Fund go out in mid-January. Usually, churches respond quickly.

Any check coming in after early May and CPC Sunday, without a designation, goes into the CPC Sunday collection since I don't know what the donor's intention was.

The opening balance in the CPC treasury this last January was \$301.01. From CPC Sunday collection \$299.16 and from the Special Fund \$1,572.96. Total funds available for distribution in the diocese are \$2,182.13.

The Province IV representatives reported over \$50,000 in the Miles of Pennies treasury. This can be used for children up to twelfth grade. In the January letter to parish CPC chair, I will put more emphasis on the availability of this money to use for books, Sunday School supplies, and other related supplies. During

my term as director for the Diocese, no church has asked for assistance.

Respectfully submitted,

Ruby Strouse

CLERGY SALARY STUDY REVIEW
COMMITTEE

To the Bishop and the One Hundred Sixteenth Annual Convention of the Diocese of East Carolina:

The Clergy Salary Study Committee respectfully presents the following recommendations for clergy salary adjustments for 1999:

1. Cost of living adjustment of 3.0 percent, based on the Social Security Administration recommended cost of living adjustment.
2. In addition to a cost of living adjustment, the Committee strongly recommends that each parish provide a merit increase to reward and recognize good performance. A merit increase would be expected to range between 3 and 10 percent of salary, over and above any cost of living increase given,
3. Increase the minimum compensation for Supply Clergy by \$25 and increase the mileage allowance to .31 cents per mile.

In addition to these salary guidelines, the Committee proposed guidelines for salary ranges for each level of job responsibility, to assist the parishes in determining both the minimum and maximum position values. Explanations for administering the pay ranges were also provided. These recommendations were distributed to the parishes in September 1998 to allow their consideration in planning 1999 budgets.

Bishop Daniel spent a few minutes at our last meeting painting the larger staffing picture for the future, of which clergy salaries are but one piece. Clergy shortages are a coming reality. Of 8,000 currently active clergy, 380 are under the age of 35. The majority of the currently active clergy is approaching retirement age. The "buyer's market" of recent years is over, with competition for top candidates increasing. To attract and keep quality clergy leadership, the parishes of East Carolina must be in a position to offer something a little better than the competition. Financial security must be a part of the package. Currently, East Carolina is in the top quarter nationally in level of compensation offered. Bishop Daniel challenged the Committee to take the lead in developing creative recommendations for clergy compensation to maintain a competitive edge in the search for clergy leadership.

To meet this challenge, the Committee developed a survey for active clergy, to be administered in early 1999, to gauge the current level of compensation and satisfaction across the Diocese. The results of the survey will be distributed to each clergy and parish for their reference. A similar survey of retired clergy will be developed for distribution later in 1999.

The Committee has identified a need for training parish Vestries on compensation issues and the Mutual Ministry Review process. Providing information in notebook form, scheduling a training session when the guidelines are published, offering a training workshop at the annual Wardens Conference, expanding the Wardens' Conference to include Vestry members, and scheduling training at the Deanery level are some of the ideas under consideration going into 1999.

The members of the Clergy Salary Review Committee have worked diligently and creatively to address the compensation issues in the best interest of the Diocese and parishes. They are to be commended for their sense of purpose, their vision, their initiative, and their good humor in addressing the challenges placed before them.

Respectfully submitted,
Joan C. Geiszler-Ludlum, Chair

1999

CLERGY COMPENSATION REVIEW AND RECOMMENDATION

A. ANNUAL COMPENSATION REVIEW PROCESS

The Bishop and Committee recommends a projected cost of living increase of 3% for 1999. This figure is reflected in the following recommendation:

The rector and the senior warden should appoint a Compensation Review Committee. It is suggested

that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) preferable someone from the congregation at-large who may have experience in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are:

(1) After the Committee has been appointed, all members should be supplied with copies of “Caring for Clergy through Compensation,” “Caring for Clergy through Housing,” and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector.

(2) The Committee should review the existing compensation package by item in order to be familiar with its details.

(3) The rector should be asked to comment to the Committee on the present compensation and how the total package should be structured for the coming year.

(4) The committee should be aware of the current COLA (cost of living allowance.)

(5) The guidelines recommended by the diocese should be reviewed.

(6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured.

(7) The compensation should be set. The Clergy Salary Study Committee encourages Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy are called to do the work of the Lord and it seems unreasonable to impose upon them a purely secular system of compensation. However, it seems equally inappropriate to ignore the reality that the compensation of clergy is influenced by such factors as the scope of the job, clergy/vestry accountability, church stewardship, and the resources of the parish.

It follows that maximum equity and fairness will result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations". The following guideline for determining the cost of a full time clergy position is offered for establishing equity and fairness between the clergy and the vestry.

While there is difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of that mutual ministry. Communication and account-ability between clergy and vestry should be a part of that review. An ongoing clarification of expectations between clergy and vestry will support the mutual ministry of the parish.

We direct your attention to the following pamphlet which can be of great assistance in this process:

Mutual Ministry Review for Clergy and
Parishes

For copies of the above pamphlet and other suggested pamphlets (listed below) contact:

The Church Deployment Board of the Episcopal Church

815 Second Avenue
NEW York, NY 10017-4594

1. Caring for Clergy through Compensation
2. Caring for Clergy through Housing
3. Sizing Up a Congregation for New Member Ministry

Committee Members:

The Rev. Matthew Stockard
The Rev. Bonnie Clarke
The Rev. Canon Vic Frederiksen
Dr. Ira M. Hardy, II
Mrs. Joan Geiszler-Ludlum
The Rev. Tom Midyette, III
Mr. Carl M. Rosenbaum
Mr. David Shields
Mr. Ted Taylor
The Rev. A. Donald Wiesner

CLERGY SALARY STUDY **LEVELS OF RESPONSIBILITY AND** **COMMENSURATE COMPENSATION**

Salary is that cash amount which is paid directly to a member of the clergy. The first step in determining salary is to determine the Job

Responsibility Level. The descriptions of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the seven levels. The Job Responsibility Level determines the salary range.

Job Responsibility Level. (Please refer to Sizing Up a Congregation for New Member Ministry by Arlin J. Routhauge.)

Level A-1 This is the first year of ordained ministry, which begins on the day of ordination to the Diaconate. (Salary set by diocese.) This is an entry - level position

Level A-2 This is the second year of ordained ministry, which begins on the first anniversary date of the ordination to the Diaconate.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes. This size congregation with up to fifty members attending worship regularly, is called the *Family Church*.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish, college chaplain, or seasoned assistant. This size congregation, with fifty to one hundred and fifty members attending worship regularly, is called the *Pastoral Church*.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. Of the same level of responsibility,

although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose rectorship is at Level E or F, or a "Specialist" in certain areas. This size congregation, with one hundred fifty to two hundred fifty members attending worship regularly, is called the *Small Program Church*.

Level E These positions are very complex. Typical of this level is the rectorship of above average in size and complexity of program. This size congregation, with two hundred fifty to three hundred fifty members attending worship regularly, is called the *Large Program Church*.

Level F These positions require considerable experience and mastery of several not necessarily related disciplines. Direction and training of a large staff is required. Rectors of very large, diverse parishes are typically at this level. This size congregation, with three hundred fifty or more members attending worship regularly, is called the *Corporate Church*.

Chart 1**GUIDELINES**
Salary Ranges - 1999

Position	20% Up & Down From Midpoint	Minimum	1 st Quartile	Midpoint	4 th Quartile	Maximum
A1	20%	\$21,000	\$23,600	\$26,300		
A2	20%	\$24,000	\$27,000	\$30,000	\$33,000	\$36,000
B	20%	\$27,000	\$30,400	\$33,800	\$37,125	\$40,500
C	20%	\$28,500	\$32,100	\$35,600	\$39,200	\$42,750
D	20%	\$32,300	\$36,300	\$40,400	\$40,400	\$48,500

Starting Salary Range - Minimum \$21,000 Level A1

Note:

All figures are rounded

Midpoint is one half difference between minimum and maximum

Quartile is one half of difference between midpoint and minimum or maximum

Maximum established as 50% over minimum

Chart 2

SALARY RANGES - 1999
(Midpoint to Midpoint is 25%)

Position Level	30% Up & Down From Mid-point	Minimum	1 st Quartile	25% Midpoint	4 th Quartile	Maximum
E	30%	\$50,000	\$60,600	\$ 71,300	\$ 82,000	\$ 92,700
F	30%	\$62,500	\$75,800	\$ 89,200	\$102,600	\$115,900
Episcopate	30%	\$78,100	\$84,800	\$111,500	\$128,200	\$144,900

Note:
All figures rounded
Midpoint is one half difference between Minimum and Maximum
Quartile is one half difference between Midpoint and Minimum or Maximum
Maximum established at 85.5% over Minimum

PAY GUIDE CHART

(Must use in conjunction with Salary Range Charts 1 and 2 and a Mutual Ministry Review)

The pay guide chart below is provided as a guide in arriving at a recommended percentage increase. First, determine the comparatio by dividing the current salary by the midpoint on the current salary range chart. Multiply this figure by 100. Second, determine where the comparatio falls within the comparatio ranges on the pay guide chart. Third, determine the salary-increase package by matching the appropriate comparatio range with the performance level of the employee.

EXAMPLES

John Doe

Comparatio = 87

Comparatio range = 86-90

Performance rating =

Meets most expectations

Recommended increase = 5%

Jane Doe

Comparatio = 80

Comparatio range = 80-85

Performance rating =

Meets all expectations

Recommended increase = 8%

A person at the top or beyond the salary range would be in "topped out" position and would receive no increment until subsequent adjustments to the salary chart would again permit salary increases.

PAY GUIDE CHART PERFORMANCE LEVELS

Comparatio Range	Below Expectations	Meets Most Expectations	Meets All Expectations	Exceeds All Expectations	0%
118 - 120	0%	0%	2%	3%	I
111 - 115	0%	0%	3%	4%	N
105 - 110	0%	2%	3%	4%	C
101 - 105	0%	3%	4%	5%	R
96 - 100	0%	4%	5%	6%	E
91 - 95	0%	4%	6%	7%	A
86 - 90	0%	5%	7%	8%	S
80 - 85	0%	6%	8%	10%	E

This pay chart requires that the rector and vestry (or Compensation Review Committee) perform a Mutual Ministry Review. A booklet from the Church Deployment Board is available to assist you in this process.

Total Compensation Package

A. Compensation

1. Salary
2. Housing - equal to 30% of salary and utilities
3. Utilities - reimbursement of actual costs
4. Social Security - cash allowance equal to 50% of FICA (7.65%)

B. Additional Benefits

- I. Retirement (Church Pension Fund) - 18% of salary, housing and utilities, social security allowance and Any Other Cash Allowances
2. Life and Medical Insurance - Based on 1999 quotes to the Diocese. Sabbatical Leave (three

- months per five years)
4. Vacation

C. Business Expenses

1. Travel - reimbursement of actual expenses
2. Continuing, Education - reimbursement of actual expenses (\$300 - \$600)
3. Other Professional Expenses - reimbursement of actual expenses (such as books)

Note: There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of the congregation. A three month leave after five years has been suggested by our Commission on Ministry as an appropriate time. The course of study, as well as the length of time, should be negotiated with the vestry. Please consult the Commission on Ministry's Policy on Sabbatical Leave.

MINIMUM SUPPLY CLERGY REMUNERATION

One Service	\$100.00
Two Services	\$125.00
Three Services	\$150.00
Midweek Service	\$ 75.00
Mileage Per Mile	\$.31

Motel and Meals as Necessary

Supply clergy are responsible for federal and state income tax and social security tax on these amounts. Interim

situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant. The Church Pension Fund should be alerted to anyone supplying over 3 months.

Revised 9/1/98

BENEFITS FOR RETIRED CLERGY

This proposal is submitted concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medigap Insurance, within the following guidelines:

ELIGIBILITY

The benefits will apply to certain retired clergy and widows of retired clergy. All eligibility guidelines must be met to obtain the benefit.

Clergy who have a cumulative service of 10 or more years with the Diocese of East Carolina will receive full reimbursement as defined in the "Benefit Amount" section of this article. The benefit is decreased by 10% per year for each year of service less than 10 years.

BENEFIT AMOUNT

Each year the maximum reimbursement allowance will be reviewed and a recommendation made to the Diocese.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medigap insurance with the group health insurance that the Diocese is using at the time. In no

event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medigap coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 1999

It is the recommendation that the maximum benefit amount for the current year be the current 1999 quote for Medigap coverage provided by the Church Insurance Corporation.

COMMISSION ON AIDS

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

The Commission on AIDS, which was newly formed in 1998, set forth early in the year to meet certain goals. Being a new commission with members already deeply involved in ministry and AIDS work, the actual meetings were few, yet several goals were met and ideas for future ministry were envisioned.

The initial goals were as follows:

1. To assess the spiritual needs of those persons living with HIV/AIDS throughout the Diocese of East Carolina.
2. To promote diocesan awareness of this commission and its ministry.
3. To provide financial resources for persons living with HIV/AIDS and their care-givers who might benefit from particular retreats or other opportunities for spiritual and emotional care.

During the year these goals were met in a variety of ways. Several issues of Cross Current had articles telling of opportunities for prayer and retreat. The week surrounding World AIDS Day (December 1) names were read and prayers were offered in memorial to those who had died and to all those living. And a highlight of the year was when six people from East Carolina were provided scholarship to go on a weekend retreat at Kanuga Conference Center in the beautiful mountains of North Carolina. This retreat is held annually by Province Four AIDS Ministry and gathers many people with HIV/AIDS, their loved ones and those in AIDS ministry for reflection, rest and nurture.

Through this commission the diocese continues to be prayerfully involved in the lives of many persons with HIV/AIDS and their families. We see the need and desire from our congregations to become more involved with education and ministry. We have grown in our understanding and compassion. Yet we are continually challenged with the threat of this virus and the destruction caused as it continues to weave its way throughout our communities, rising in numbers while affecting the poor and the wealthy, our elders and most alarming, our youth.

We continue to ask your prayers as the commission begins

its second year, more aware of the needs people have and more challenged to respond with compassion and care.

Respectfully submitted;

The Rev. Carrie Craig, Chair

COMMISSION ON MINISTRY

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

The Commission on Ministry continues to fulfill its canonical charge by meeting with applicants for the ordained ministry and making recommendations to the Bishop.

During 1998 the commission met five times. At our March overnight meeting we interviewed three aspirants seeking Postulancy. The commission made no recommendations for Postulancy for the Vocational Diaconate. Two persons were recommended for Postulancy to the Priesthood: Ralph Clark and Lynn Peterman

Recommended during the year for Candidacy to the Priesthood were Deborah Heathcock and Charles Dupree. John C. Drewry was recommended for and later ordained to the Vocational Diaconate.

Guidelines for Steps toward Discernment of Vocation (Vocational Diaconate) were updated and brought into line with our decision to unitize the North Carolina Deacon

Formation Program. Steps toward Discernment of Vocation (Priesthood) were updated.

Respectfully submitted,

The Rev. Phillip R. Glick, Chair

COMPANION DIOCESE

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

During the past year, our Committee has:

1. Brought four Puerto Rican young people to work as counselors-in-training at Camp Trinity, sharing one-half the expense of their plane fare with the Diocese of Puerto Rico.
2. Hosted the young people for three days before and two days after camp, providing them with opportunities to meet and to share common experiences with young people in our diocese.
3. Continued to foster and provide support for sister parish relationships as well as the diocesan ministry of Holy Trinity.
4. Welcomed Bishop Alvarez and his delegation to our One Hundred and Fifteenth Annual Convention.
5. Sent a delegation to the convention of the Diocese of Puerto Rico in November of 1998, presenting a check of \$6,000 for hurricane relief. The Diocese of Puerto Rico is currently assisting 307 Episcopalians who suffered total damage to their homes, as well as sending aid to the Dominican Republic.

6. Reviewed and established new goals for 1999 with Bishop Alvarez, focusing upon an increase in youth ministry between the two dioceses and using the Diocese of Puerto Rico as a resource for Spanish-speaking Cursillo and ministry to children "at risk."

Respectfully Submitted,

The Rev. Fredricka Steenstra
Companion Diocese Chair

DIOCESAN RESOURCE CENTER

To the Bishop and the One Hundred and Sixteenth Annual
Convention of the Diocese of East Carolina

Since moving the Resource Center to the Diocesan House, I have had very little communication between your church and your Resource Center. I believe if you would like to see your church grow and your parishioners increase you will have to start looking for something new and invigorating. Something that everyone will be talking about in the future. So, let's see what that could be? Have you visited the Resource Center recently? Have you been looking for something special? Has your Christian Education Director been in contact with new resources? If you answered no to any one of these questions, then you need to visit the Center or review your Resource Center catalogue. Many times the answer is right before us but we forget to look at it.

There is a new set of videos entitled "Acquiring A Listening Heart" that is available now. Also, Total TV Network has a very good series for youth to young adults to be used for Sunday morning or night classes, weekend retreats or even home Bible study. If you're looking for something different

visit your Resource Center soon.

Submitted by:

Peggy T. Luna

EPISCOPAL CAMPUS MINISTRY

To the Bishop and the One Hundred Sixteenth Annual
Convention of the Diocese of East Carolina:

Episcopal Campus Ministry at East Carolina University continues to be a part-time parish-based chaplaincy programs directed by the Rev. Thomas Cure, associate rector of St. Paul's, Greenville. While directed primarily at undergraduate students, the ministry seeks also to serve graduate students and faculty at the main university campus, as well reaching out to students at Pitt Community College. During the Spring semester, the chaplain was ably assisted by John Hardy, a postulant for Holy Orders.

The principal activity on the main campus is the weekly Wednesday evening Eucharist and student supper. The students serve as lectors and musicians for this service, which always includes parishioners, too. The fellowship suppers which follow are prepared by members of the parish as part of St. Paul's outreach program. The gathering includes ordinary parishioners as well as those connected to the university, thus helping make sure that the college experience is not wholly divorced from the normal parochial expression of Episcopal life. These gatherings often include a discussion on a topic of pressing interest or on aspects of the Christian faith and life or a student-led Bible study. Several of our students participate in our regular parish life by singing in the choir and helping with the EYC and Sunday School.

Service to the larger community continues to be part of our activity. We have helped prepare soup for the soup kitchen and assisted in serving the evening meal at the Community Shelter. In addition, there is offered Confirmation instruction, pre-marital instruction and pastoral counselling, as well as spiritual direction. Several students have been instructed in the faith and presented for confirmation. One student, upon graduation, entered the Virginia Seminary in September, while another aspirant for Holy Orders has been assigned to serve an internship with Campus Ministry.

Episcopal Campus Ministry is a member of the much broader based Student Campus Ministries, a university-recognized organization under the supervision of the Vice-Chancellor for Student Life. WE join with other campus groups in such things as the fast before Thanksgiving benefit Oxfam and its world service to the hungry, Red Cross blood bank drives, and Shrove Tuesday/Ash Wednesday observances. As part of Student Campus Ministries we have participated in the new student and parent orientations throughout the summer, and in dormitory residents assistants' orientation. Despite the unexpected development of serious health problems this past Fall for the chaplain, campus ministry at ECU has continued under the able leadership of the students and the assistance of Deacon James Smith, supervised by the chaplain.

Because of its parish base, campus ministry at ECU is uniquely privileged among such ministries in offering a natural and unforced setting for student-faculty interaction outside the classroom, thus enabling us to reach both groups in an uncontrived manner.

Respectfully submitted,

The Rev. Thomas G. Cure, Chaplain

EPISCOPAL CHURCH WOMEN

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

The Episcopal Church Women of this Diocese of East Carolina greet you warmly.

The One Hundred and Tenth Annual meeting of the ECW convened in Goldsboro in May of 1998 hosted by St. Stephen's parish. The Reverend Rosemary Sullivan of the Church of Saint Clement in Alexandria, Virginia was our guest and our Bishop, Clifton Daniel, 3rd celebrated Eucharist with us. An overflow gathering of women and clergy came together for a day of warm fellowship, worship and enjoyment.

In August 130 women from across the diocese gathered at Trinity Center to hear Nancy Craig, the chairperson of the Spiritual Resources Commission for the diocese, speak on the "Prayer of Silence." It was also at this event that the triptych banners designed by Juliet Hemingray in memory of Bishop Sidney Sanders were mounted for display in the newly constructed St. James Room at Trinity Center.

Our United Thank Offering recipient for East Carolina was the Northside High School Center in Bath. The grant monies were used for the renovation of an old fire station to provide a place for youth to gather in a safe supervised environment.

The district meetings were held throughout the fall with two of the five gatherings having record attendance. The district chairman worked hard to achieve this and were rewarded with continued support from our parish churchwomen.

Our ecumenical ministry this fall was a direct response to

the devastating destruction brought to our companion diocese of Puerto Rico by Hurricane George. Individuals as well as parish ECW's contributed \$5,500 that was channeled through our diocesan office for hurricane relief.

This is the last time that I will stand before this convention as president of our diocesan ECW. It is with sincere gratitude in my heart that I thank the churchwomen of East Carolina for allowing me the wonderful opportunity to serve you. Our ECW enjoyed a unique relationship with our bishop and I thank him for his encouragement and never-failing friendship.

And finally I thank my Lord for the blessings that he continues to pour out, not only on me, but each one of us who gather together today to seek his will, to serve his people and to continue to proclaim this news throughout this place, this diocese and this world.

Respectfully submitted,

Ms. Denice Page
Chair, Episcopal Church Women

EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

This past year, 1998, was a very good investment year for the Foundation of the Diocese of East Carolina. While there were serious downturns in the market, fourth quarter gains resulted in a very positive year. Through the expert investment management by Montag and Caldwell,

Investment Counsel, each of the three portfolios of the Diocese showed significant gain. On December 31, 1998, the primary portfolio of the Diocese, the Growth Fund, was valued at \$7,267,666.54. This is an annual yield of 21.37% from the previous year. Over the last five years the average annual yield has been 18.41% and since March 31, 1999, the date the portfolio was placed with Montag and Caldwell for investment, the annualized yield has been 16.12%. The Income Fund was valued at \$1,563,151.02. The fund had a one-year yield of 20.22% and a 19.65 yield since the inception of the fund on June 30, 1997. The Other Churches Fund was valued at \$360,169.42, with a 22.51% yield since the inception of the fund on December 31, 1997. On December 31, 1998, the portfolios of the Episcopal Foundation of the Diocese of East Carolina had a total value of \$9,190,987.98.

The Board of Directors of the Foundation of the Diocese of East Carolina met once during the year, as did the Executive Committee. The Board of Directors will meet in its annual meeting on February 11, 1999 in conjunction with the Diocesan Convention. At its meeting on June 8, 1999, the Board of Directors established Spending Guidelines, which provides procedures for setting a relative base fund level for the Growth Fund portfolio and guidelines for the distribution of income above the base. In addition, the Board allocated up to \$25,000 to pay short term mortgage interest payment for the physical improvements at the Trinity Center, up to \$50,000 for consultants to the Retirement Facility Feasibility Exploration Committee, up to \$14,000 for consultants for Department of Congregations and Development, and up to \$17,500 for consultants to assist the Bishop and the committee in long range planning. These allocations along with the allocations granted at the annual meeting of the Board of Directors are reflected as follows:

For 1998, the Foundation has authorized funds for the following:

Budget of the Diocese	\$342,500
Creative Christian Stewardship Grants	\$100,000
Theological Education	\$ 5,000
Trinity Center Mortgage (up to)	\$ 25,000
Retirement Facility Feasibility Exploration (up to)	\$ 50,000
Dept. of Congregations and Development (up to)	\$ 14,000
Committee of Long Range Planning (up to)	\$ 17,500
TOTAL	\$554,000

The Executive Committee of the Foundation met on January 6, 1999. They reviewed the Spending Guidelines determining that it was more appropriate to use December 31 rather than November 30 as the date to set the relative base fund level. They will recommend this change to the Board of Directors. With the base fund level established the Executive Committee prepared recommendations for financial support of the 1999 Diocesan budget.

The Executive Board recommended to the Board of Directors the following allocation in support of the 1999 Diocesan Budget:

Budget of the Diocese:	\$342,500
Creative Christian Stewardship Grants	\$100,000
TOTAL	\$442,500

This concludes the report of the Board of Directors of the Foundation of the Diocese of East Carolina. I wish to thank all members of the Board for the effort and support and I wish to acknowledge the support of the Diocesan Office.

Jane Wynne continues to be very helpful as the Secretary of the Foundation and the assistance of Robin Wooten as treasurer is very much appreciated.

Respectfully submitted,
Alfred T. Matthews
President

EPISCOPAL FARMWORKER MINISTRY (EFWM)

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

The Mission

The Episcopal Farmworker Ministry responds to the physical, emotional, and spiritual needs of seasonal and migrant farmworkers and their families, and actively supports opportunities for them to become self-directive. We seek to minister to farmworkers in three principal ways:

- Through direct services
- Through development and support of programs that work toward the empowerment of farmworkers and through encouraging leadership development, and
- Through advocacy and education that aim toward systematic change at the local and state levels.
-

The Outreach Objectives

- Providing worship services on a widening scale in labor camps and wherever the people can gather
- Operating our new community center
- Providing educational opportunities, including drivers' education, English as a Second Language, Citizenship Classes, and income tax workshops

- Providing immigration and translation assistance
- Broadcasting Spanish radio spot announcements and messages containing information important to the Latino population
- Furnishing weekend recreation, social programs and an annual Farmworkers' Festival
- Conducting 3-day Encuentro (encounter) camps to educate area youth about farmworkers and their life situation, and to involve them, during these encounters, in "hands-on" activities
- Persevering with advocacy and educational efforts through visits to local leaders, churches and schools and through creative and effective use of various media, especially radio.

The Situation

The Ministry, with expanded services, is now poised to serve an ever-growing population. We are blessed to have Padre Tony Rojas in residence, building a growing body of faithful in churches and camps, in meeting places and fields.

We need more volunteers to share time and expertise in developing all facets of the Ministry. Emergency assistance is vital, especially in winter months when seasonal farmworkers are unable to find work, and because Federal supports have all but dried up. Immigration assistance consistently represents the bulk of client needs and requests.

Two of the biggest problems farmworkers face are extreme isolation and the lack of information. The Ministry has sought to tackle these problems by doing accurate in outreach to labor camps, producing radio broadcasts, and by holding classes.

EFwM is supported by the Episcopal Dioceses of East and North Carolina, by grants and by the generous support of

many individuals like you.

In 1998, the Episcopal Farmworker Ministry administered to the needs of more than 4,600 persons who came to the Ministry's trailer in Newton Grove and to more than 3,000 others who were visited by the Sacramental Minister, Padre Tony Rojas, and his wife Lucia in more than 400 visits to camps and homes. More than 2,500 persons received assistance with immigration forms, 900 with income tax preparation, 350 with translations and letters, 150 with family emergency assistance, and 700 others with assistance ranging from referral to lawyers and doctors to passport and Freedom of Information assistance.

Additionally we worked with the Tri-County Health Clinic in providing the 8th Annual Farmworker Festival attended by more than 2,000 farmworkers and family members, met with more than twenty agencies, attended staff training, and made presentations to civic and church groups.

The primary agencies with which we deal are:

NC Council of Churches, Raleigh, Rev. Sr. Evelyn Mattern, 919-828-6501

Sampson County Crisis Clinic, Clinton, 910-592-3599

Tri-County Health Clinic, Newton Grove, Michael Baker, 910-567-6194

Telamon Corporation, Raleigh, Christine Alvarado, 919-851-6141

St Martin's Migrant Head Start, Newton Grove, Karina Fonseca, 910-567-5510

NC Justice and Community Development Center, Alison Brown, 1-856-2185

NC Farmworkers' Project, Wilfredo Rivera, 919-894-7406

Food Bank of NC, Raleigh, 919-875-0707

Farmworker Legal Services of NC, Raleigh, Mary Lee Hall, 919-856-2120

INS, Charlotte, 704-523-1704

IRS, VITA Program, Raleigh, Mary Williams, 910-378-2197

National Farmworker Ministry, Matt Emmick, 919-894-1096

Student Action with Farmworkers, Durham, Melinda Wiggins, 919-660-3652

The work of the ministry will continue to develop and expand in 1999. Our new Community Center has been completed on 17 acres adjacent to our trailers. We will have religious services, classes, and meetings on site. Our outreach is now able to more fully accommodate meetings of groups, associations, and committees dedicated to raising the education levels and working conditions of farmworkers. We have a regulation soccer field and are developing a robust soccer league involving farming camp and factory teams. Immigration assistance will continue to be a significant part of our outreach, but the full range of advocacy and education activities are now more easily facilitated.

Respectfully submitted,
Mr. Keith Merritt

EPISCOPAL HISPANIC MINISTRY

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

This has been a year of change for the Episcopal Hispanic Ministry. A new Board has been appointed and three new staff positions have been created, in addition to Father Nick Ibarra who ministers to the San Mateo parish. The three new staff positions include a Director, Annie Burns, Ph.D., a Nurse, Dolores Zepeda, R.N. and an Outreach Coordinator, Lynne Walter. New offices have been set up

at St. Peter's in Washington. Our mission is to build parish-based Latino communities that extend the worship and fellowship of Christ and which manifest God's concern for the well-being of the whole person.

Our first project has been to set up a Family Assistance Program to help Latino families in need. This program connects immigrant families who are new to the area and need help with transportation, translation or medical care, with "sponsor" families. This brings people together in building a community that includes everyone. Immigrant and sponsor families come together for fiestas to learn one another's language and enjoy food, music and games.

In the coming year, our Outreach Coordinator, Lynne Walter, will be offering assistance with immigration forms. Lynne comes to us from the Episcopal Farmworker Ministry in Newton Grove where she has been working closely with an immigration specialist. Lynne is working toward her certification with the INS to do immigration work.

The Episcopal Hispanic Ministry is also working with other parishes in the Diocese who are interested in offering services to Latino families. Overcoming the language barrier is one of the main issues with beginning an Hispanic ministry. Several priests have expressed an interest in learning the mass in Spanish, and a group trip is planned to a language immersion school in Baja California, Mexico in the spring. It is our hope that with the help of bilingual lay people, parishes can begin to offer mass in Spanish. Parishes have also expressed interest in providing other social services such as a Family Assistance Program or social gatherings following mass.

Finally, the Episcopal Hispanic Ministry has set up an ecumenical task force to help access improved health care and children's day care for Latinos in Beaufort County. We

realize that the success of these programs depend on the slow process of building community with all ethnic groups included. We are excited to have two new Latino representatives on the Board, Maria Gachuz and Martha Gonzales who are providing us with the leadership needed in our community-building efforts.

We are enthusiastic about what has happened so far with the Episcopal Hispanic Ministry and look forward to expanding our programs in the coming year.

Respectfully Submitted,
Annie Bums
Episcopal Hispanic Ministry Director

GOOD SHEPHERD MINISTRIES OF WILMINGTON, INC.

To the Bishop and the One Hundred Sixteenth Annual
Convention of the Diocese of East Carolina:

In November of 1998, Good Shepherd Ministries of Wilmington, Inc. was awarded the "Outstanding Community Impact" Award by the North Carolina Interagency Council for Coordinating Homeless Programs. This award was given "in recognition of its exemplary service and commitment to homeless people in North Carolina". Good Shepherd Ministries offers five programs for the Cape Fear Area's hungry, jobless, homeless, and near homeless. These programs include:

1. Soup Kitchen - The soup kitchen began in 1983 and currently serves breakfast and a hot lunch Monday through Saturday. More than 60 breakfasts and 175 lunches are served per day through the soup kitchen. An additional 50 bag lunches are made Monday

through Friday to give to the workers in the jobs program. 80 volunteers regularly put in over 700 volunteer hours per week.

2. Day Shelter - Wilmington's only daytime shelter. Hours are 7 am - 2 pm Monday through Friday. At the shelter, guests can get a change of clothes, take a shower, receive all the toiletry items necessary to take that shower, make phone calls, receive mail, and get referrals to other social, mental and physical health care providers. As many as 80-100 people a day visit the shelter. On the average, 25 - 30 people a day take showers and 20-25 people receive basic over the counter medication. Volunteers work over 400 hours each month in the shelter.
3. Jobs Program - While this program operates primarily as a day labor pool, several people have received part - and full-time permanent jobs through this program. People who want to work are screened to determine what skills they have. Skills are matched with employers requests on a daily basis. Over 300 are registered through the jobs program and approximately 500 work days are completed each month by these workers. Two volunteers help drive workers to and from the jobsite. (Most workers are picked up by the employer.)
4. Second Helpings is another program run by Good Shepherd Ministries. This is Wilmington's only food recovery and recycling program. Prepared and perishable food items are collected from local grocery stores and restaurants and are redistributed to local non-profit agencies that serve meals to the needy. To ensure the safe handling of food, contact is maintained with the local Health Department. On

the average, over 2,000 pounds of food are collected each day (Monday through Saturday). Last year's total was over 384,000 pounds of food. 12 volunteers a day are needed to run the program. Currently there are over 75 volunteers for this program and many of them drive their own vehicles to collect and deliver the food items.

5. Fourth Quarter Transitional Living Program - This program is designed for homeless, former substance abusers, dual diagnosis persons with a preference to veterans to help provide them with a structured bridge from the streets to residential stability. All residents sign agreements to abide by the rules and regulations of the program. Currently there are 19 residents in the program with plans to expand the program to include an additional 21 residents.

Respectfully submitted,

Dr. Randall Medlock

HAPPENING

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

Happening is a weekend retreat run by high school students within the Diocese of East Carolina with adult support. It is designed to challenge youth to look at spiritual reality based on the love of Jesus Christ. Happening's purpose is not only to have a wonderful weekend, but to build the foundation for a life long commitment to living a life based on Christian values and beliefs. Cookie Cantwell,

Wilmington, serves as the Coordinator of Happening and Andy Atkinson, Wilmington, serves as Happening's Spiritual Director.

In 1998 the Diocese of East Carolina offered two Happening weekends at Trinity Center with 168 young people attending representing 21 parishes. Guided by the Happening Board, consisting of 17 young people and adults, our program was carefully nurtured to respond to the needs of our community. Paul Atkinson, Wilmington; Eleanor Tayloe, Goldsboro; Hunter Parrott, Kinston and Catie Harrell, Edenton; served as the youth leaders during 1998. In conjunction with our Happening weekends and in response to the continued need to reunite past Happeners supporting one another on their spiritual journeys, our "Growth In Christ" Seminar (GIC) gathered. Held at Trinity Center on the Saturday night of the Happening weekend, 32 young people from various high schools and colleges came to gather together to enjoy this renewing event. Missie Harrell, Edenton, facilitates the GIC experience.

Happening is completing its sixteenth year of life within the Diocese of East Carolina. During this time Happening has touched the lives of thousands of teenagers and adults who work with youth. Happening continues to hope to offer our youth an alternative to the secular solutions to the pressures and problems facing our teenagers today. Happening continues to hope to build a foundation based on Jesus Christ.

It is an experience full of fellowship and fun and it is also an experience of learning, sharing, growing and loving. 1999 promises to be another wonderful year for the Happening movement. We pray that God will lead us so that the young people of the Diocese of East Carolina will come to know

Jesus Christ more fully and to follow Him as Lord and Savior. It is truly an honor and a privilege to be

involved with the Happening movement within the Diocese of East Carolina.

Respectfully submitted,

Cookie Cantwell
Coordinator

Historiographer's Report

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

Consultant Reviews Holdings, **Preservation Suggestions**

A significant advance was made this year in the preservation of historical records. With a \$2,000 grant from the State Historical Records Advisory Board of North Carolina (SHRAB) under the Local Records-Educational Assistance Program, the Diocese hired a consultant to review diocesan archival holdings and make recommendations for preservation of diocesan records.

Donald R. Lennon, director of East Carolina Manuscript Collections, coordinator of Special Collections and professor of history at East Carolina University, was engaged to make the study. His "Report on the Historical Records of the Diocese" was submitted to the Bishop on December 18. He presented a very preliminary version of his report on December 7 at the second annual meeting of church historians at Holy Trinity, Fayetteville. A summary of his talk was printed in the December issue of Cross Current. Minus the Appendix of noncurrent documents, a copy of the final report

can be found in delegates' workbook. A copy of the Appendix detailing diocesan records can be obtained by request to the Diocesan Office.

Professor Lennon found "some very pleasant surprises" in his review of diocesan holdings. His "greatest delight" was a quantity of records that predate the establishment of the diocese in 1883. For example, there are minutes and financial accounts of the Albemarle Convocations from 1859 to 1871, as well as the minutes of the Pamlico Convocations from 1867 to 1881.

He also found "a multitude of problems that should be of great concern to everyone interested in the history of the Episcopal Church in Eastern North Carolina." The Bishops' Files are "frightfully sparse and almost non-existent" in some cases and have large gaps in other instances. It is speculated that perhaps records of Bishop Wright or other Bishops might be found in Wilmington. Records of Bishop Sanders' administration are "probably complete" but need to be brought together in a coherent body. Gaps are found in other areas. Details can be found in the Lennon Report.

Noting that "the present storage of records should be a cause for some alarm," he added that rusty paper clips and staples are common and some file drawers are so overfilled that it is impossible to access the material without damaging documents. Most of the diocesan journals and other publications are stacked in file drawers rather than properly shelved. Other instances of improper filing were found. He recommended that records should be reorganized, refoldered and properly maintained to minimize damage, and a complete run of journals should be bound and shelved for easy access.

On a more long-term basis, Professor Lennon recommended the Diocese seriously consider the permanent solution to its records problem. Although the diocesan headquarters is a

very handsome and well-designed facility, it is of frame construction which mitigates against permanent safety of records. Aside from that handicap, the records should be maintained in a secure space-a separate locked room-where records could be properly shelved in archival containers and the newly rebound printed volumes could be housed on library shelving.

Several alternatives could be pursued:

- I. A room or rooms in the present building could be renovated to provide secure, though not fire-protected space.
2. An arrangement might be reached with an established archival program that has proper facilities to preserve the records; for example, North Carolina State Archives or a state university library, as well as the University of the South at Sewanee which aspires to be the repository for the 28 owning dioceses.
3. The three dioceses in North Carolina could come together and cooperatively establish a central archives for the Episcopal Church statewide. Thus they could justify the expense of employing a professional archivist and provide full archival security and protection for the records all three dioceses.

Committee on History and Archives

Members met June 3 at Diocesan House to make plans for the second annual church historians meeting in November. Mamré Wilson volunteered to serve as secretary. Plans to invite Mark Duffy, Archivist of the Episcopal Church in Austin, TX, to speak led to an agreement by Michelle Francis, archivist of the Presbyterian Historical Society at Montreat, to fill that engagement. An article was placed in Cross Current to this effect. When we learned that she would be unable to speak at the meeting, focus centered on Consultant Don Lennon. A second article was sent to Cross Current.

Second Church Historians Meeting

Consultant Don Lennon's report on the state of diocesan archives then served as the principal topic of the second church historians meeting held at Holy Trinity, Fayetteville on December 8. In addition, Roy Parker presented an interesting historical review of Holy Trinity and a glance at other Fayetteville churches. He was introduced by Mamré Wilson. Professor Lennon was introduced by Dr. John Duvall, who was thanked for his contribution to preparation of the grant request to SHRAB. The Rev. Ronald G. Abrams, rector, welcomed the group. Arrangements were made by Marie Parker, member of the Committee on History and Archives.

Other Activities

The historiographer's article on the Anglican Church in Colonial North Carolina appeared in the Spring, 1998 edition of "The Historiographer," publication of the National Episcopal Historians and Archivists (NEHA) in Swarthmore, PA. The article was a summary of a talk made by Dr. Robert J. Cain of the North Carolina Division of Archives and History at the first annual historians convention in New Bern November 8, 1997. It traced the difficulties of the Church of England in establishing viable congregations in the 1700's.

The Historiographer attended the annual meeting of NEHA June 24-27 at the University of Washington in Seattle. Topic was "Fields of Promise: Pioneering God's Country," with speakers tracing the growth of the Episcopal Church in the Northwest and expansion of other denominations in the Northwest. Of interest to North Carolina was mention of the Anglican service held by Sir Frances Drake on the West Coast July 15, 1759, six years before Roanoke Island. First Episcopal clergy came to Oregon country in 1847. The issue of "The Historiographer", referred to above was distributed at the NEHA meeting.

Research Assistance to:

1. Capt. Richard Alexander, Parish Clerk, St. Columba's-
The Berkeley Memorial Church, Middleton, RI,

Seeking information on churches that have survived since the Revolutionary War, he was advised to write to the Rev. Gary Fulton, rector of St. Thomas', Bath. Copy of letter of Captain Alexander sent to the Rev. Mr. Fulton.

2. Christ Church, Creswell, NC

Information that records of St. Matthew's, Hamilton are found in the vault at A. R. Chesson Construction Co. in Williarnston. Suggested Christ Church call the Rev. Jim Horton, rector of the Church of the Advent, for further information,

4. Carlton F. Raines, Alburtis, PA

Information about baptisms of family members at Trinity Church, Lumberton, supplied by Dencie Page, member of the Diocesan Committee on Archives and History, of Lumberton. When he asked additional questions, he was referred to St. John's, Fayetteville.

5. Mrs. Emma Piner

Information from Delgado Episcopal Mission, Wilmington in 1934: Baptisms of Emma Louise Jones and Lewis Franklin Jones; confirmation of Emma Jones by Bishop Darst, February 1, 1934.

Mr. Holley Mack Bell
Historiographer

DIOCESE OF EAST CAROLINA A REPORT ON THE HISTORICAL RECORDS OF THE DIOCESE

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

On October 1, 1998, the Diocese of East Carolina of the Episcopal Church in the United States initiated a SHRAB-funded grant project to have a consultant survey the historical records of the diocese and to recommend measures that would better assure their long-term preservation. During the month of October 1998, the records were surveyed (see appendix); and a preliminary oral report was delivered to the church historians meeting in Fayetteville, N.C. on November 7, 1998. Since that time the preliminary report has been reviewed and refined, a complete survey of the known records has been prepared, and this final report submitted for consideration. Several options are presented that hopefully will lead to the permanent preservation of the diocese records.

Background:

The methodology necessary for the project began with a complete survey of all existing records and an examination of their physical condition and current storage. At the present time the diocese has the bulk of its non-current records stored in eleven unlocked, fire-resistant, four-drawer file cabinets that line a hallway in the diocesan headquarters in Kinston. Also, there is a quantity of publications and photographs in the office of the diocesan historiographer. In addition, the records of the last bishop are stored in a storage building outside the diocesan house, and a small quantity of records are stacked on the floor of the stairwell leading to an attic room. The complete survey of these records is herein included as an appendix. Diocese

officials have no knowledge of additional historical records that may be stored at any other location than the diocesan headquarters in Kinston.

Records Survey:

In examining the known records, there were some very pleasant surprises as well as a multitude of problems that should be of great concern to everyone interested in the history of the Episcopal church in eastern North Carolina. It was gratifying to discover that there are a quantity of records that predate the establishment of the diocese in 1883. For example, there are the minutes and the financial accounts of the Albemarle Convocations from 1850 to 1871, as well as the minutes of the Pamlico Convocations from 1867 to 1881. Also, there are loose items pertaining to church activities dating from the late 1850s.

Unfortunately, the records stored in the file cabinets are arranged in no logical sequence. Related types of records are scattered throughout the cabinets, rather than appearing together in a rational filing order. Utilizing the survey as the basis for developing a functional structure for the diocesan records, the consultant feels that it is logical to organize the records into subgroups, with a variable number of series within each subgroup. From an archival perspective, it appears that at least nine or ten records subgroups should be formed from the extent records. A workable organizational structure for the records would bring together the following subgroups.

(1) Bishops' Files: This subgroup would consist of correspondence and other personal records of the bishops from 1883 to the present, with each bishop being represented by a separate series; (2) General Subject Files: These files would include much of the correspondence, reports, and other operational records of the diocese, including, for example, confirmation files and marriage

permission or canonical action records; (3) Individual Church Files: This subgroup would contain series for parish registers, parish histories, and church subject files- (4) Endowment/Trust Funds File (5) Financial Records; (6) Churchwomen Records (7) Publications. (8) Photographs and (9) Pre-diocese Records. It may be necessary to create a tenth subgroup to accommodate miscellaneous files that do not fall into any of the above categories or to provide for personal papers of church officials, such as The Rev. Robert Drane, whose personal files are substantial (3 cubic feet) and obviously important to the history of the diocese.

Of great concern to the diocese should be the obvious gaps that appear in the extent records. (1) The Bishops' Files are frightfully sparse and are almost non-existent for bishops Alfred A. Watson (1884-1905), Robert Strange (1905-1914), Thomas H. Wright (1945-1972), and Hunley Elebash (1972-1983). The most substantive item for Bishop Strange is a diary covering the period from 1907 to 1912, and for Bishop Wright there are scattered letters in a general file, plus a 31 page typescript manuscript entitled "Bishop Wright visits Alaska and the Orient." There is a significant quantity of records for Bishop Thomas Darst (1915-1945) (in excess of 3 cubic feet): however, the materials are concentrated in the period between 1936 and 1945, with very few documents for the period between 1915 and 1936. Material for Bishop Elebash appears to be limited to scattered correspondence in a file-drawer size subject file covering the period from 1954 to the present. The records of Bishop Sidney Sanders' administration (1983-1997) apparently are complete, but they need to be brought together as a coherent body. The lack of comprehensive documentation for most of the bishops should be a cause of great concern.

(2) The General Subject Files: Parts of this subgroup are presently labeled as subject files, continuing

files, and general files, yet they all contain correspondence, guidelines, lists, committee minutes, proceedings, parochial reports and other overlapping subject-oriented files arranged by topic. Basically, the files are limited primarily to the period since 1954. There are a few records for the 1919-1920 period and the Confirmations records series appears complete from 1915 to the present. If substantive subject files exist for the period between 1920 and 1954, they are not housed in the diocese headquarters.

(3) The Individual Church Files contain clippings, photographs, church histories, programs, and other materials on each church. There are also some parish histories, along with nine original parish registers belonging to non-active parishes, covering various dates between 1901 and 1963.

(4) The Endowment/Trust Funds Files appear to be complete, beginning with the establishment of the Kenan Trust in 1953.

(5) Financial Records understandably constitute one of the largest subgroups, but even here there are few substantive files prior to 1965. Trustees ledgers do cover the period between 1941 and 1960, with loose files documenting more recent activities of the trustees. Included in the Financial Records subgroup are series dealing with insurance, payroll, tax matters, grants, cashbook and ledger accounts, investment summaries, audits, and other matters relevant to a financial category.

(6) The Records of the Churchwomen occupy a full file drawer and include annual reports, manuals, and handbooks for the years between 1955 and 1979, as well as journals containing the names of those attending annual meetings between 1916 and 1970, a ledger of receipts and disbursements covering 1938 to 1948, and records of

various Churchwomen or Women Auxiliary convocations.

(7) Publications, naturally, constitute a major subgroup of records and in many cases may be the only surviving record of diocesan activities for some years. Included are the diocesan journals, beginning in 1883, as well as an incomplete run of early journals of the Diocese of North Carolina and scattered volumes of proceedings of the Protestant Episcopal Church in the United States. Also of significance is a partial run of the Mission Herald; bulletins; issues of Cross Current (1974-1975); and a multitude of theological books, pamphlets, and other publications. It must be pointed out, however, that many of the publications are either unbound or in desperate need of rebinding or repair. A few journals (presumably duplicates) have even suffered rodent damage.

(8) The Photograph Collection, which was not examined in detail, constitutes a bright spot in the diocese records picture. The bulk of the photographs (housed in six acid-free archival boxes) have been sleeved in acid-free archival envelopes. Two additional boxes of more recent unidentified photographs were discovered under the stair well, where they have not had the same care as those previously mentioned.

The final subgroup that has been identified is made up of (9) Pre-Diocese Records, and these have already been described in some detail.

Recommendations:

The present storage of the records should be a cause for some alarm. In addition to the deterioration of bindings and covers on publication, most of the loose files are not properly maintained. Rusty paper clips and staples are common and some file drawers are so overfilled that it is

impossible to access the material without damaging documents. Some papers are not in file folders and others have simply been left on top of the files within the drawer. Most of the diocesan journals and other publications are stacked in file drawers rather than properly shelved; and the papers of Bishop Darst and Rev. Drane are still housed in turn-of-the-century style letter boxes that contain highly acidic index dividers.

It is the responsibility of the diocesan leadership to give serious and thoughtful consideration to the permanent preservation of the diocesan records. Timely action is advised with regard to the substantial gaps in the records series. Bishop Sanders, when he took office in 1983, commented in his first convocation address that he had inherited twenty-five four-drawer file cabinets of records. Was he exaggerating the number of cabinets or were some records left in Wilmington when the diocese moved to Kinston? Are there descendants of the bishops who may have relevant files in their personal possession? Does a complete run of The Mission Herald exist elsewhere that could be microfilmed if the originals are unavailable? An effort should be made to fill the gaps in the records whenever possible.

As regards the physical condition of those records that are located in the diocesan office, immediate action should be taken to assure their long-term safety. In the absence of an archival facility at the diocese, the records should at least be reorganized, properly refoldered in archival folders, and properly maintained to minimize damage; and a complete run of the journals should be bound and shelved for easy access. The location of the eleven existing file cabinets in a major thoroughfare area also is not conducive to proper security and could lead to the loss of important historical records from individuals who may feel free to help themselves to materials from unlocked and

unsupervised cabinets. If it is not possible to properly box and shelve the records in a secure room, at least the file cabinets should be modified so that they can remain locked when not in use.

On a more long-term basis, the diocese should seriously consider a permanent solution to its records problem. The diocese headquarters is a very handsome and well-designed facility, but the fact that it is of frame construction mitigates against the permanent safety of its records. Regardless of other considerations, the records should be maintained in a secure fire-safe location (a separate locked room) where the records could be properly shelved in archival containers and the printed volumes could be housed on library shelving. The one vacant space in the present structure appears to be a second-floor storage room. It is extremely doubtful that this space would be satisfactory due to the weight-load for concentrated record storage exceeding the structural limits of the frame construction. This, along with the question of fire safety, should be explored in depth before consideration is given to the second floor room. There are several alternatives that may be pursued. (1) A room or rooms in the present building could be renovated to provide secure (though probably not fire-protected) space. (2) An arrangement may be reached with an established archival program that has the proper facilities to preserve the records (N.C. State Archives or one of the state university libraries may be a possibility as would Sewanee: The University of the South in Tennessee, which has aspirations of becoming the repository for all Episcopal records in the Southeast and Southwest United States). (3) (And this may be the best, but the most difficult solution to achieve) If the three dioceses in North Carolina could come together and cooperatively establish a central archives for the Episcopal Church statewide, they could justify the expense of employing a professional archivist and thus provide full

archival security, preservation, and access for the records of all three diocese. Although consideration should be given to the possibility of having security microfilm made for the vital and irreplaceable records, this is not a recommended substitute for preserving the originals. Similarly, digital scanning is not a recommended archival practice, except as a tool to provide easier and quicker access to material. In no case should it be adopted as a preservation medium to replace original documentation. The original records require immediate professional care and proper secure storage if they are to survive and provide proper documentation for the history of the Diocese of East Carolina.

Submitted by,

Donald R. Lennon, Consultant

NOTE: If you would like to have a copy of the appendix mentioned in the report, please contact Cynthia Pollock at Diocesan House. The appendix consists of a detailed listing of specific records contained in diocesan archives.

HUNGER, JUSTICE AND PEACE COMMISSION

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

The Hunger, Justice and Peace Commission will begin its mission by focusing its efforts in four areas: advocacy, service, information and networking.

1. Advocacy

Advocacy will deal not only with the traditional advocacy for the poor and disenfranchised, but also with the effects of

public policy. The diocese and this Commission will attempt to identify various trouble spots where issues of hunger, peace and justice conflict with local practices. We will then try to see how, where and when to best bring appropriate political power and moral influence to bear. For instance, if a thorny issue is coming before a city council, it may be appropriate for the Bishop to make a statement and ask for prayers, and to meet with local officials and clergy in order to provide adequate emphasis and support. Another difficult area may come when there are several Episcopalians on the voting bodies (council, county commissioners or planning board) who are not certain where the Church stands and may not consider the Church's position when voting without our input.

2. Service

Service has many facets and these will be addressed as required. Initially, a search will be conducted to see which parishes and missions have direct, hands-on outreach on their premises such as soup kitchens, food pantries, shelter, clothing and tutoring. The directory might then be broken down by deanery. Next an attempt will be made to bring together all service providers in order to coordinate our efforts, establish networks, and build on our sense of community. In addition, a collection program will be addressed. The idea will be to have a box at the door of each of our churches in the diocese in which to collect items for targeted ministries, e.g. food, clothing, books, toiletries. This effort could then be developed as a diocesan network connecting us all in one ministry, large and small congregations alike.

3. Information

Information efforts will be directed at ways to best disseminate information which is crucial for informed decision making, whether by clergy, lay members, commission members or public officials.

4. Networking

Networking will address forging effective working relationships with all individuals and groups across the spectrum of government, church and political activities.

Where appropriate, the Commission will organize briefings and workshops addressing such issues as food stamps, gun control, capital punishment, the international debt and rural poverty.

The Commission will also look at putting together a statement on justice in the Diocese of East Carolina. It will contain a call to justice for the poor in our part of the state.

Respectfully submitted,

Bets Borries Crean, *Chair*

Keith Merrit

The Rev. Barbara Houston

Vicki Peterson

INSURANCE COMMITTEE

To the Bishop and the One Hundred and Sixteenth Annual Convention:

The Insurance Committee of the Diocese of East Carolina has been investigating the current health insurance to determine if there is need for obtaining different coverage with another company or if our current coverage is adequate.

The committee was in a holding position for much of 1998. The committee had agreed that the only alternative to our

current coverage was, possibly, coverage with the National Church. This coverage would need to provide an HMO type coverage as well as a traditional indemnity plan. Contact was made with the Church Medical Trust only to find out that they were not, at this time, able to offer contracts in North Carolina for HMOs. They are negotiating with hospitals, but don't have enough contracts to offer us complete coverage. They do hope that this situation will change during the first quarter of 1999. As soon as the National Church is able to offer a complete health insurance plan, the committee will begin its investigation again.

For 1999 our current health insurance rates increased 9%. (Our life insurance rates remained the same.) There was one change in our coverage. The cost of prescription drugs increased. Generic drugs are now \$15 and non-generic drugs are \$20. Without this change, our cost increase would have been 12%. (A report in Newsweek stated that increases in health coverage for 1999 for most companies ranged from 8% to over 20%.)

While certainly increases in the cost of health care and prescription drugs are one reason for our increase, the main reason is the same as it has been for several years - more of our employees and their dependents are using the plan more often.

The diocese is grateful for its relationship with ACS, our current carrier. ACS has been very loyal to the diocese. The last several years, when our plan has been put out for bids, we have only had one company to respond. We are thankful that this company has stood by us and offers us continuous coverage.

In 1999 the bishop will establish a committee to study clergy wellness. You will hear more about this committee

and its goals from the bishop at convention.

Please know that the quality of health care and its cost are of primary importance to the bishop and the insurance committee.

HEALTH INSURANCE RATES - 1999

Single Coverage	\$3,815
Family Coverage	\$9,050

LIFE INSURANCE RATES - 1999

.64 per \$1,000 of life insurance per month

(The amount of life insurance is calculated by doubling the amount of salary for lay employees and doubling the amount of salary, housing, utilities and social security allowance for clergy.)

INTERFAITH REFUGEE MINISTRY

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

WHAT WE ARE: A ministry dedicated to helping refugees rebuild their lives in a safe land.

WHAT WE DO: We develop sponsorships with churches, organizations and individuals residing in Eastern Carolina. We do this by speaking to groups, churches and others, when invited, about the needs of refugees. When a commitment for sponsorship is made, training, support and

encouragement is provided for a minimum of 4 months to ensure a smooth and successful resettlement experience. A supportive network of resources and information for these local ministries is also made available. We discourage the use of public cash assistance (welfare) by providing an allocation of funds to assist with the first month's expenses.

OUR GOAL FOR 1999:

To resettle 60 refugees (15 - 18 cases) with 100% employed and self-sufficient after 120 days (4 months).

1993 - 2 cases (10 persons) (22 persons)	1994 - 7 cases
1995 - 15 cases (48 persons) (32 persons)	1996 - 9 cases
1997 - 16 cases (41 persons) (42 persons)	1998 - 15 cases

For 1998, 100% of our refugees have achieved self-sufficiency through early employment.

SPONSORS FOR 1998:

Goldsboro:	Salem United Methodist, Faith Alliance and St. Francis Episcopal Churches
Wilmington:	St. James and St. Andrew's on the Sound Episcopal Churches
New Bern:	Christ Episcopal and St. Paul's Roman Catholic Churches; Sanela Kisic and Interfaith Refugee Ministry
Kinston:	Spilman Memorial Baptist and First Presbyterian Churches
Greenville:	First Christian, Holy Trinity United Methodist, First Presbyterian and Oakmont Baptist Churches
Beaufort:	St. Paul's Episcopal with the help of

5 other churches

Rose Hill: Rose Hill United Methodist Church
(16 Episcopal churches -- or 21 % -- of 75 in the Diocese of East Carolina have sponsored refugees since 1993.)

STAFF: Our part-time staff includes the Diocesan Refugee Coordinator, Judy Castranova, and the Refugee, Case Manager, Susan Husson.

FUNDING SOURCES: Three government grants require that their funds be spent in specific ways. Sponsorship development -- the most critical piece of our program -- needs to be funded by other sources.

FOR MORE INFORMATION: Call or write Judy Castranova, Diocesan Refugee Coordinator, 301 Augusta Court, New Bern, NC 28562. Phone: (252) 633-9009 Fax: (252) 633-9354; E-Mail: win@cconnect.net

KANUGA CONFERENCE REPORT FOR 1998

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

The most significant event of a successful 1998 at Kanuga Conferences was the emergence of its Outreach Camping programs. Camp Kanuga has been our summer camp operation since 1930, and generous scholarships have always been available. In the late '80s, Kanuga began co-sponsoring with churches and friends in Atlanta a camp for children from that city's homeless shelters. Kanuga provided one-third of the cost and its Atlanta friends the balance. That expanded to include underprivileged children from Durham, Columbia and Charleston, and from

Jacksonville, Florida, usually 120 each summer.

In 1998 Kanuga chose to make its west camp available for those in other cities who were willing to send underprivileged children to summer camp. Kanuga again made a matching financial offer. Hendersonville, North Carolina, Greenville and Spartanburg, South Carolina, and Boca Raton, Florida, sent 100 to 120 children each for weekly sessions. The total number of Outreach, full scholarship, campers was 645--in addition to the 600-plus at Camp Kanuga. While having the camping experience of their lives, the youngsters learned the value of a caring Christian community. Friends in Charlotte and Baltimore are planning to sponsor sessions in 1999.

Winterlight, the high school-age conference held each December 27-January 1, owes its extraordinary success to the support it receives from the Diocese of East Carolina and its highly effective youth ministry. The diocese annually sends the largest number of participants to the conference but additionally has provided adult leadership as the conference has grown in numbers and in importance through the years. Kanuga congratulates East Carolina on its youth ministry program and says thank you for its contribution to Winterlight and to Kanuga's other offerings for young people.

Kanuga also expresses gratitude to the East Carolinians who serve on its boards: Ellen Chance of New Bern and Bishop Daniel as members of the Board of Directors- William G. Baker, Jr., Wilmington, as a Kanuga-Garrett Baker Endowment Director; and to Dr. & Mrs. Victor Bustard, Mr. & Mrs. Dale T. Millns, and Dr. & Mrs. Hal Cameron of New Bern; Mr. & Mrs. Farnham W. Caney, Jr., The Rev. & Mrs. Charles VonRosenburg, Mrs. Hunley Elebash, Mrs. Susan Flynn, and Mr. & Mrs. G. Deanes Gornto of Wilmington; The Rev. & Mrs. David

Chamberlain, Mr. & Mrs. Charles vonRosenburg and Mr. & Mrs. Walter Moorman of Fayetteville; Mr. & Mrs. John C. Rozier, Jr. of Lumberton; and Miss Ella Green Weyher of Kinston who are members of Kanuga's Board of Visitors.

We note also the frequent presence at Kanuga of East Carolina friends, coming individually and in groups--as parishes, committees, and organizations. We consider each visit a genuine compliment, and promise, in return, the very best in Christian hospitality.

LITURGICAL COMMISSION

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

Our year began with the planning and implementing of the Liturgies for the 115th Convention of the Diocese. A diocesan choir was formed and provided beautiful music at the opening Liturgy at St. Patrick's Roman Catholic Church in Fayetteville. Bishop Daniel was invested as the 7th Bishop of the Diocese of East Carolina. Evensong was sung by Schola Cantorum at St. Paul's in the Pines Church in Fayetteville, to a full church.

The Schola Cantorum under the direction of Samuel Burke of Church of the Servant in Wilmington continues to offer Evensong around the Diocese and beyond. They also stand ready to help on short notice for diocesan events.

A new choir called The Episcopal Consultative Commission Choir has been formed in the Diocese. This choir is under the direction of Lewis Moore of St. Cyprian's Church in New Bern, and they sang at the opening liturgy of the 115th Convention.

Our annual Conference on Church Music in August was led by

three noted musicians: Dr. William Bradley Roberts of Tuscon, AZ; Dent Davidson, Seattle, WA; and Ben Hutto, Charlotte- With over 100 participants, conference attendance almost doubled. The conference began on Thursday, August 20th and ended with a joyful Eucharist on Sunday, August 23rd. Also, we added a Youth Choir Conference on August 21-23, 1998 and this was quite a success and will be held again in 1999 with Dent Davidson leading the youth.

The Chair and Betsy Overton attended the Annual Meeting of the Association of Diocesan Liturgy and Music Commissions in Portland, Oregon in November. We ended the year with an overnight planning session at Wrightsville Beach, for the Liturgies of the 116th Convention of the Diocese of East Carolina.

In the coming year, we are planning an Acolyte Festival in the fall

Respectfully submitted,

The Rev. Joseph W. Cooper, Chair

DEPARTMENT OF MISSIONARY OUTREACH

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

Diocese of East Carolina

"Our Mission in the New Millennium"

Day by day, dear Lord of thee three things I pray: to see thee more clearly, love thee more dearly, follow thee more nearly, day by day

(Hymn 654; Hymnal 1982)

How far away the year 2000 once seemed. Remember when you first saw an expiration date on a pack of batteries which read JAN 2000? "Those things will last forever!" we said to ourselves. And here we are standing at the very edge of the 21st century as we begin 1999. Like a telescope, 1999 will bring into focus a once distant vision "day by day."

The Episcopal Church is not on a mission; we are a mission. Ours is a Missionary Society who share in the sacred ministry of seeking and serving Christ in others. Note the fourth article of the famed "Chicago-Lambeth Quadrilateral 1886, 1888 (The Book of Common Prayer, page 876):

- "That this church does not seek to absorb other Communion, but rather, co-operating with them on the basis of a common Faith and Order, to discountenance schism, to heal the wounds of the Body of Christ, and **to promote the charity which is the chief of Christian graces and the visible manifestation of Christ to the world.**"

Missionaries are those who have been sent. Daily... day by day... we in East Carolina are missionaries sent out to promote the charity, the charisma and love of Christ. Connecting each deanery and promoting the co-operative work of every parish is our focus in 1999.

How?

Missionary Outreach is funded in part by the Diocese of East Carolina. We encourage each delegate to make certain that his/her deanery and parish is engaged in one or more of the missionary outreach opportunities we share. Pick up a Department of Missionary Outreach booklet and, as a delegate, "delegate" yourselves as missionaries for Christ, promoting the common work of our missionary

outreach in your parish and deanery.

Pray.

Pray that in 1999 as each church gathers for worship, we may rekindle the fire of our zeal for missionary outreach. Pray that your congregation will join with the whole of this diocese as we acknowledge in worship the spiritual dynamics of Missionary Outreach. In all our missionary outreach, there are three things, dear Lord, of thee we pray...

The Rev. Charles E. B. Gill
Chair, Department of Missionary Outreach

NEW BEGINNINGS

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

New Beginnings is now in its eleventh year in the diocese of East Carolina. This youth-led program is designed to give middle school students an opportunity to explore their relationships with their peers, siblings, parents, church and God. These weekends occur in November and March each year, and are held in the Sharp Building at Trinity Center. Participants listen to talks by young people about their faith, and participate in small groups exploring how God's presence impacts the way they live their lives. For many participants, this is a first experience living in a community which attempts to practice unconditional love and acceptance. The fact that there is a waiting list of young people eager to return to New

Beginnings as staff members attest to the power of the love, joy and support they experience during the weekends.

Over the weekend of March 6 - 8, Shepherd Henry Hart of Wilmington and Prayer, Share, Care (PSC) coordinator Rhyne Fairley of Southport led New Beginnings #21. Henry and Rhyne provided excellent spiritual and organizational leadership to the seventy young people and 22 adults who played, sang and worshiped together.

During November, Matt Sloan of Wilmington and Jennifer Agsten of Kinston served as Shepherd and PSC Coordinator for New Beginnings#22, hosting sixty - six youth and sixteen adult participants. Matt and Jennifer demonstrated how faith combined with hard work can lead to an extremely successful weekend.

Meeting twice each year, the New Beginnings board is composed of youth and adult members. Supported by Carol Taylor and the Rev. Charles Gill, the Spiritual Director for the program, Board members make policy decisions and fine-tune each consecutive program, based on the successes and challenges of the previous New Beginnings. This group also selects the Shepherd and PSC Coordinator for future events, prepares materials, and serves a liaison function with the parishes throughout the diocese.

New Beginnings #23 will be held at Trinity Center March 5 - 7, with Johanna St. Germain of Fayetteville serving as Shepherd and Tyler Jenkins of Fayetteville serving as PSC Coordinator. New Beginnings #24 is scheduled for November 12 - 14 with Michael Peterson of Greenville and Amanda Fairley of Southport serving as Shepherd and PSC Coordinator.

The Diocese of East Carolina is blessed with an abundance

of talented and responsible young Christians who are eager to share their faith journeys and to serve as leaders for their peers. We are also fortunate to have supportive adults who continually serve as “Moms” and “Dads” for our New Beginnings weekends. Each year we see college students returning in this role, and this year we welcome Erin Peterson, Adam Livengood, Jennifer Smith, Rich Kells, Karen Hart, Ann Glick and Rhyne Fairley. We are especially grateful to the Rev. Martha Honaker and the Rev. David Stout, who served as Spiritual Directors for New Beginnings #21 and #22, respectively.

As always, we are tremendously thankful for Carol Taylor’s continuing vision and energy, for Kim Bennett’s invaluable assistance, and for the people of our diocese, whose continued support allows us to pursue this vital and rewarding ministry.

Respectfully submitted,

Vicki and Richard Peterson
New Beginnings Coordinators

REPORT OF THE NON-PAROCHIAL AND RETIRED CLERGY

As required by Section 4, Title I, General Church Canons

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

We have received reports, written or by other means, from the following retired clergy:

The Revs. George F. Abele, Jr., Joseph H. Banks, Robert D. Cook, Alfred L. Durrance, Stanley W. Easty, Jr., Frank Fagan, III, J. Fred Fordham, Richard Handley, William F.

Hemingway, Robert T. Holt, W. Cherry Livingston, Thomas D. Noe, John C. Mott, Marion S. Poitier, Edward T. Small, Lawrence P. Houston, Jr., E.B. Jeffress, Jr., Josh T. MacKenzie, John James Ormond, C. Edward Sharp, William C. Sibert, Webster L. Simons, Jr., Robert W. South, Renfro Sproul, Warner A. Stringer, Jr., Benjamin F. Wheless, Jr., and Wallace Wolverton.

In addition, we have received reports from the following non-parochial clergy:

The Revs. Gerald J. Blackburn, E. Hoke Campbell Jr., Angela R. Christman, John H. Conners, Carolyn Craig, C. Phillip Craig, Sr., Joe L. Dunlap, Robert Lebrón, Christopher Mason, J. Williams Murchison, Hugh R. Page, Jr., Robert N. Robinson, Michelle R. Thornton, Stephen D. Turner, Christian Umeofia, and H. Burton Whiteside.

Respectfully submitted,

The Rev. Canon C. Phillip Craig, Jr.

RETIREMENT FACILITY FEASIBILITY COMMITTEE

To the Bishop and the One Hundred and Sixteenth
Annual Convention of the Diocese of East Carolina:

We were composed of twenty-one individuals, 2/3 lay and 1/3 priests and about 42% female and 58% male. We struggled prayerfully with a number of concerns and issues which I shall mention in a moment. We sought advice and counsel from a number of sources. Most of which turned out to be helpful! We were blessed to make contact with the Director of Penick Village, an

Episcopal Church sponsored retirement community in Southern Pines, NC who has kindly offered to “hold our hand” if we do proceed further with this undertaking.

The committee members overwhelmingly believe that such a retirement facility is badly needed in Eastern North Carolina that it should be not-for-profit [i.e., church or community sponsored], and that it would be appropriate for the Diocese of East Carolina to create and sponsor this community. We so indicated in our report to the Bishop. We believe that the offer made by Penick Village is sincere and would be invaluable to us and we strongly recommend it be accepted if we proceed. We acknowledge the concerns expressed in a minority report from one of our members, and those voiced in our discussion with Bishop Daniel on September 9th. I will elaborate on these concerns below.

The minority report focused primarily on the lack of quantitative data to support the assumption of either need or feasibility; in point of fact, it stated that it was “... a noble extenuation of Christian concern and involvement [but] it simply is not a practicable feasibility.” The majority of the committee feels that we have ample [though admittedly mostly subjective] evidence of the need. We believe that the feasibility remains to be determined but that it can only be “proven” by going ahead to the next, and more detailed phase. The minority report leans heavily on the data gathered by a diocesan-wide survey conducted by our committee, but we differ as to the meaning of the responses. [Due to the large quantity of responses and the concomitant task of analysis, we chose to analyze only those responses from persons 60 or older.] The majority interprets the responses to reveal a feeling of “I’m not ready at this point in my life, of course, for such a facility but when I do need it I certainly want it to be

there for me." The minority report considered those responses to signify lack of interest. Most responses revealed what the majority considered to be a naive underestimate of what it would cost to live in such a retirement facility. The minority report interpreted that to be an expectation of financial underwriting by the Diocese.

We, the Committee, have sincere concerns as to the financial feasibility of such an undertaking. We recognize that it must be in the form of a Corporate entity clearly separated, financially from the Diocese of East Carolina. We recognize that one of the most difficult questions to resolve is LOCATION. Much time was spent discussing that subject. In the final analysis the location will be determined by considerations such as "central location" within the diocese. access to hospital and medical facilities, transportation, recreation facilities, availability and cost of land and a host of other factors. We do not have those answers today.

We do sincerely and with one voice recommend to you that this project proceed into next phase, with the support of our brothers and sisters at Penick Village, so that these weighty questions may be grappled with and answered.

Respectfully submitted,

Admiral Fred H. Baughman, Chair

SEWANEE, UNIVERSITY OF THE SOUTH

To the Bishop and the One Hundred and Sixteenth
Annual Convention of the Diocese of East Carolina:

What is Sewanee?

The University of the South, popularly known as Sewanee, consists of a College of Arts and Sciences and a School of Theology. The 10,000 acre campus is located on Tennessee's Cumberland Plateau between Nashville and Chattanooga. The College consistently is ranked among the nation's top liberal arts institutions. The nearly 1,300 undergraduate students come from 45 states and 19 foreign countries. Eighty-two percent are from out-of-state: 52% female, 48% male. Student-faculty ratio is 10:1; nearly 40% of the students receive financial aid; nearly 30% of the undergraduate students state affiliation with the Episcopal Church.

The School of Theology is one of 11 accredited Episcopal seminaries in the United States. It consists of a Seminary, offering several graduate and advanced degree programs with emphasis on training for ordained ministry in the Episcopal Church; and a Programs Center, offering opportunities, both on and off campus, for laity and clergy to strengthen ministries, religious knowledge, and spiritual growth in local congregations. Programs include leadership training and events in adult and children's Christian education, spiritual growth, and church development. Continuing education offerings are scheduled throughout the year.

What is the relationship with the Episcopal Church?

The University strives to send well-rounded, spiritually aware, intellectually astute young people into the world to serve God and the world. The School of Theology

continues to produce spiritual leaders for the church and to provide resources to those seeking greater understanding of God in their lives and in the world around them. Sewanee is the only University in the country with a college and graduate seminary established and governed by the Episcopal Church. Owned by 28 dioceses in twelve states, and governed by 18 regents and 125 trustees, Sewanee was founded by leaders in the Episcopal Church in 1857. Owing dioceses are: Alabama, Arkansas, Atlanta, Central Florida, Central Gulf Coast, Dallas, East Carolina, East Tennessee, Florida, Fort Worth, Georgia, Kentucky, Lexington, Louisiana, Mississippi, Missouri, North Carolina, Northwest Texas, South Carolina, Southeast Florida, Southwest Florida, Tennessee, Texas, Upper South Carolina, West Tennessee, West Texas, Western Louisiana, and Western North Carolina.

College enrollment 1,294

School of Theology

Seminary

Enrolled students 81
 Advanced degree (summer) 35

Programs Center

Education for Ministry (EFM) USA 8,018
 Disciples of Christ in Community (DOCC) . 1,900
 Facilitators/Presenters 600

1998 Graduates

College 297
 School of Theology 18

Incoming Class of 2002

College of Arts and Science 390
 School of Theology 30

Expect the middle 50% range of SAT scores of incoming freshman to fall between 1160 and 1320. Average unweighted high school grade point average is approximately 3.53. Statistics: July 1998.

SPIRITUAL RESOURCES COMMISSION

To the Bishop and the One Hundred and Sixteenth Annual Convention of the Diocese of East Carolina:

Since its beginning in 1993, the work of the Spiritual Resources Commission -- is: "To make resources available for our spiritual formation and life in Christ.

In 1998 we offered four Quiet Days, three three-day retreats and some deanery quiet days. These retreats were well attended drawing participants from other diocese and denominations. Sister Monica, OJN (Order of Julian of Norwich) offered both the Clergy Lenten Retreat and the Diocesan Lenten Retreat presenting meditations on "Behold, I Make All Things New." During the Lenten season various members of the commission offered deanery Lenten Quiet Days in three of our deaneries. The retreat leader for the annual Diocesan Advent Retreat was Pam Noble who is a spiritual director, psychotherapist, poet and overseer of "Horizon Hermitages" in Boone, North Carolina. Her theme was: "Living in the Present Moment." The four quiet days were led by the Revs. James Cooke, Martha Honaker, Phillip Glick and Carolyn Craig.

One of the new ministries we began in 1998 was a regular contribution through the *Cross Current* which we entitled "The Spiritual Corner." This well received ministry has offered a variety of perspectives on spiritual life.

In 1999 the commission will continue to provide the various retreats and quiet days. In addition we hope to broaden our range of presentations which might include such things as:

- ◆ the place of icons in our devotions
- ◆ Celtic spirituality
- ◆ exploring eastern and western prayer traditions
- ◆ the use of the Labyrinth

The commission is grateful for the support of the diocese in its effort to provide and nurture the growing spiritual hunger in the Diocese of East Carolina.

Respectfully submitted,

Nancy D. Craig, Chair

STANDING COMMITTEE

To the Bishop and the One Hundred Sixteenth Annual Convention of the Diocese of East Carolina:

The Standing Committee met during the 115th Annual Convention of the Diocese of East Carolina in Fayetteville, North Carolina on Saturday, February 14, 1999. The meeting convened over breakfast with members of the Commission on Ministry and seminarians who were present at the Annual Convention. Informal discussions as to the status of seminarians and postulants in various stages before the Commission on Ministry and Standing Committee ensured.

The Standing Committee welcomed newly elected members, the Rev. Fredricka Steensta and Larry S. Overton. The Rev. Charles G. vonRosenberg was congratulated upon his re-election to a full term after filling a vacancy in an unexpired term. Retiring member, President David Stoller, presided over the meeting and called for the election of new officers. The Rev. Charles G. vonRosenberg was elected President, and Mrs. Harriett Woolard was re-elected as Secretary. The continuing Committee members thanked Mr. Stoller for his valuable services and dedication throughout the last year, and he then left the meeting.

The Standing Committee members agreed to meet monthly, and then did so at the Diocesan House in Kinston, North Carolina. During the year, the Standing Committee gave its consent to Standing Committees of various dioceses for the following elections and consecrations:

Diocese of Idaho - Rt. Rev. Harry B. Bainbridge,
Bishop Coadjutor

Diocese of New York - Rt. Rev. Mark S. Sisk,
Bishop Coadjutor

Diocese of Maine - Rt. Rev. Chilton Knudson, Bishop

Diocese of Maryland - Rt. Rev. John L. Rabb,
Bishop Suffragan

Diocese of Delaware - Rt. Rev. Wayne Parker Wright,
Bishop

Diocese of East Tennessee - Rt. Rev. Charles G.
vonRosenberg, Bishop

Diocese of Eau Claire - Rt. Rev. Keith Whitmore, Bishop

Diocese of Chicago - Rt. Rev. William D. Percell, Bishop

Diocese of Western New York - Rt. Rev. J. Michael
Garrison, Bishop

In addition, the Standing Committee declined to give consent

to the Diocese of Newark for the election and consecration of the Rt. Rev. John P. Croneberger as Bishop. The Committee also gave its consent to the Diocese of Dallas to hold an election for a Bishop Suffragan.

The committee approved the ordination of Michael Nation to the priesthood, and John C. Drewry to the vocational diaconate.

The committee consented to the 116th Convention of the Diocese of East Carolina being held from February 11 to February 13, 1999 in Fayetteville, North Carolina.

The Committee approved the sale of the Hargrave family cemetery in Sampson County, and the transfer by deed of gift to the New Bern Historical Association of the former All Saints Chapel property in New Bern. It consented to the transfer of stocks held by St. Thomas', Bath for San Mateo to the Episcopal Foundation for investment.

The Committee approved the conveyance by Christ Church, Elizabeth City of the former St. Philips', Elizabeth City chapel property to Albemarle Manna, and approved the signing of construction loan documents for All Saints', Southern Shores.

The Committee shared concerns with the Commission of Ministry regarding permanent guidelines for the ordination to the vocational diaconate, as well as with input in the process of ordination to the transitional diaconate and priesthood.

On November 17, 1998, the Committee regretfully accepted the resignation of the Rev. Charles G. vonRosenberg from the Committee upon his election as Bishop of the Diocese of East Tennessee, thanked him for his dedication and service to the diocese, and wished him well in his new endeavor. Larry S. Overton was elected President of the Standing Committee to complete the unexpired term of Charles G. vonRosenberg.

The Committee also approved for Christ Church, Hope Mills the leasing with an option to buy of the former church property, including the parish hall, to two tenants. The Committee approved at the request of St. James, Wilmington the exchange of deeds and leases of property at Lebanon Chapel in Airlie Gardens, Wilmington, North Carolina, with the Corbett family in New Hanover County, as well as the sale of Approximately two acres of land to New Hanover County.

Throughout the year, the Standing Committee met and consulted with Bishop Daniel and Canon Craig on many of the above, as well as other issues related to the life and ministry of the Diocese of East Carolina.

The Standing Committee members are brave, energetic, and intelligent persons who have worked diligently throughout this year in what they have perceived to be the best interests of this diocese and its people. Bishop Daniel and Canon Craig have offered exemplary leadership and sound advice on many issues, and have remained open to the suggestions and concerns of the various Committee members. I commend these Committee members to the delegates of this Convention, and thank them for their tireless efforts.

Respectfully submitted,

Larry S. Overton, President
Mrs. Harriett Woolard, Secretary
The Rev. William Bradbury
Mrs. Harriette Wagner
The Rev. Fredricka Steenstra

STEWARDSHIP REPORT

To the Bishop and the One Hundred and Sixteenth
Annual Convention of the Diocese of East Carolina:

The stewardship commission helped sponsor the Stewardship/Wardens' conference at Trinity Center in March of 1998. This was a well attended well-received conference. The speaker and conference leader was the Rev. Hugh Magers, presently Evangelism officer for the Episcopal Church and former director of the department of Stewardship. Evangelism and Stewardship are dependent on each other and combine to center our life together. The Stewardship/Wardens' conference in March of 2000 will bring Hugh Magers back in his role as Evangelism leader and will also have Terry Parsons, Stewardship officer for the Episcopal church. This should be an exciting time in the life of the diocese and an opportunity to build on what was begun in 1998. These two persons work well together and have respect for each other's role in the life of the church. They share a strong belief that thankful use of the gifts God has given us enriches our lives and ensures the spread of God's kingdom.

There will be no conference in 1999. This will give parishes an opportunity to continue to explore and use ideas that they took home from the 1998 conference. Several parishes are using a new approach and using stewardship committees which meet and do Bible study and pray together monthly instead of thinking only of an every member canvass. The stewardship commission will be contacting parishes who do this and try to gather information to be shared with other parishes who may be interested.

There are trained consultants available for parishes who wish to use this resource. New materials are being reviewed and will be placed in the Diocesan Resource Center. Bishop Daniel is inviting new members to join the stewardship commission who will come with new ideas and energy as we begin another year.

Respectfully submitted,

Nancy Broadwell

YOUTH MINISTRY

To the Bishop and the One Hundred and Sixteenth
Annual Convention of the Diocese of East Carolina:

The youth ministry program in the Diocese of East Carolina has been quite active with a number of events happening for youth in 7th-12th grades. The first event of 1998 was hosted by St. Timothy's and St. Paul's in Greenville. The theme was "Celebrate, We Will!" We had 270 in attendance from 25 parishes in the diocese. Our keynoter was Rob Pearsal from Washington who shared a variety of musical and dramatic sketches which were filled with Biblical teachings.

Youth in 15 parishes participated in the Souper Bowl Sunday event in January raising \$2,759.87 for outreach ministries in East Carolina. One half of the funds were given to local causes chosen by youth groups with the other half being given to the diocesan youth program for allocation to San Mateo in Yeatesville.

There were two Happenings held for Senior High youth at Trinity Center. Our deepest gratitude goes to Mrs. Cookie Cantwell, Lay Coordinator, the Rev. Andy Atkinson, Spiritual Director and Mrs. Billie Holland, Head of the Gophers, for their faithful leadership with this program of 11 years. Their dedication and love for the youth has been a great strength for the ongoing ministry offered through this program.

There were two New Beginnings held for Junior High Youth also at Trinity Center. Vicki and Richard Peterson, of St. Timothy's, Greenville serve as

Coordinators for this program. Much gratitude is felt for the leadership of the Petersons in their second year as Coordinators. It was an outstanding year for this program as well as record attendance by our youth. This program has drawn the attention of several dioceses who are interested in possibly beginning this program. The Diocese of North Carolina, Iceland and Puerto Rico are future sites for the creation of the program with the help of East Carolina.

Over the summer, a number of youth and adults attended Youth Week at Kanuga. We had participants in the Jr. Young People's and Sr. Young People's Conferences and adults participating in the Adults Who Work with Youth Conference as well. Cookie Cantwell of St. James, Wilmington, was the Coordinator for the Adult conference with Donald Davis, nationally known storyteller as the Keynote. Lisa Shaw of Kinston served on the staff for this conference which drew 120 adult leaders from across the nation.

A group of youth attended the Provincial Youth Event at Emory University in Atlanta in July. The group joined over 1000 Episcopalians from four Southern dioceses for family day at Six Flags Over Georgia. They had an Eucharist on site followed by a luncheon and afternoon in the park.

The Youth Commission designed and implemented two additional conferences during the year. They led the Junior High Conference in April at Trinity Center with 120 youth 7-9th grades. The themes for these two conferences were: "Out of Darkness, Let Light Shine!" and "Rebel with a Cause". The Youth Commission did a beautiful job in leading their peers throughout the weekend with the involvement of a number of youth leaders. Our appreciation goes to Missie Harrell of Edenton who served as the Coordinator of these

conferences. Rich Giersch of Charleston, S.C. and his band were a part of these two weekends. Their music was a blessing to the participants.

The Youth Commission and staffs of Happening and New Beginnings are truly dedicated groups of youth who give a substantial amount of their time and love to the development, implementation and leadership with youth from around the diocese. We are so fortunate to have youth so active in this ministry.

The Youth Task Force has also been working hard this year conducting a survey on the status of Youth Ministry in East Carolina. It was most helpful to have a survey from the Task Force circulated by the Deans of our deaneries evaluating some of the needs of youth programs in the diocese. We are grateful for the response we received and are working on setting future goals in 1999. The Task Force members who have worked so diligently and faithfully this year are: Missie Harrell, Edenton; Vicki and Richard Peterson, Greenville; Cookie Cantwell, Wilmington; and Lisa Shaw, Kinston.

The Adults Who Work with Youth Conference was held at Trinity Center in September. Adults gathered to network and share models for youth programming. The "Prevention of Sexual Misconduct Training" was also offered to the participants. Our weekend together provided an opportunity to build resources and networking among youth workers throughout the diocese.

The Province IV Youth Ministry Network Meeting was held in the Diocese of Lexington. Johanna St. Germaine, Holy Trinity, Fayetteville and Carol Taylor, represented the youth of the Diocese of East Carolina at this meeting. Much to our delight, shortly after this

gathering, Mrs. Cookie Cantwell, from East Carolina, was selected to serve as the Province IV Coordinator for the Youth Ministry Network across covering 20 southeastern dioceses. We are excited about this opportunity of Cookie supporting youth ministry within the Province as its leader!

Winterlight closed out 1998 with the largest group ever in attendance from East Carolina ---- 87! There were 335 youth attending from 19 states across the country.

Penn Perry, Associate Camp Director of Camp Trinity, served as Coordinator of Winterlight for the second year. What a joy it was to have the leadership of an adult who attended this conference in high school 13 years ago now serving as Coordinator of the event. There were a number of young adults from East Carolina serving on staff along with the big group of participants from the diocese. As always, it was a great event ending the year and welcoming in 1999!

In closing, many thanks to the parishes, parents, youth leaders, clergy and youth for their support and participation in this vital ministry in East Carolina. We are indeed blessed by youth!

Respectfully submitted,

Carol M. Taylor
Youth Ministry Coordinator

RESOLUTION #1

RESOLUTION OF THANKSGIVING AND CELEBRATION FOR THE 225TH ANNIVERSARY OF TRINITY CHURCH, CHOCOWINITY

Whereas Trinity Church, Chocowinity was founded and built in the year of our Lord 1774; and

Whereas Trinity Church was founded and built by the Reverend Nathaniel Blount of Chocowinity, a communicant of St. Thomas' Parish, Bath who was sent by the Vestry of St. Thomas to London to read for holy orders and who returned to Beaufort County as a bonded missionary of the Society for the Propagation of the Gospel and who in one of his first actions founded a chapel in Chocowinity, and who was an exceptionally active priest in the colony and state of North Carolina, and who is distinguished as being a signatory of the Diocesan Constitution of the Diocese of North Carolina and as a member of the diocese's first Standing Committee, and who, at the time of this death in 1816, was the last of the colonial clergy and the sole Anglican priest in the State of North Carolina; and

Whereas Trinity Church was affectionately known as Parson Blount's Chapel and was one of the founding congregations of the Diocese of North Carolina in 1817 and later of the Diocese of East Carolina in 1883; and

Whereas Trinity Church was affectionately referred in writing by the Right Reverend John S. Ravenscroft, the first bishop of North Carolina, after his visitation to the congregation *"In the section of country through which I have just passed it glads my heart brethren to find the affections of so many of the inhabitants still strong towards the Church of their fathers and to find such numbers quite at home in our Liturgy, and prepared and desirous to profit by those apostolic services which they had learned to revere as wise appointments of the great Head of the*

Church . . . ”; and

Whereas Trinity Church has been served by the faithful rectors after Mr. Blount including notably the Reverend Nicholas Collins Hughes, D.D. and the Reverend Israel Harding; and

Whereas Trinity Church, under the leadership of Mr. Hughes and Mr. Harding, helped establish and support the Trinity School of Chocowinity in 1851 through which many young men of the nineteenth and early twentieth centuries entered the ordained priesthood; and

Whereas Trinity Church through the ministries of its clergy and laity continues seeking to know Christ and to make him known in the town of Chocowinity and its environs.

Be it therefore resolved that the Diocese of East Carolina give thanks for God’s love and support and for the life and faithful witness of Trinity Church for the past two hundred and twenty-five years; and

Be it further resolved that the Diocese of East Carolina join in the celebration of the parish’s two hundredth and twenty-fifth anniversary by adopting this resolution; and

Be it further resolved that the Diocese of East Carolina will commit its prayers on behalf of Trinity Church and ask for God’s continued blessing and providence for the continued witness of this parish to the kingdom of God in the years to come.

Respectfully submitted,

The Rev. Michael C. Nation, Rector
The Vestry of Trinity Church, Chocowinity

RESOLUTION #2

RESOLUTION TO AMEND TITLE II, CANON 7, SECTION 1 OF THE CANONS OF THE DIOCESE OF EAST CAROLINA

WHEREAS, Title II, Canon 7 authorizes the Bishop, with the consent of Convention, to appoint one or more Archdeacons to undertake such duties as the Bishop shall assign; and

WHEREAS, as presently written¹, Title II, Canon 7 requires an Archdeacon to be a Presbyter (priest); now therefore be it

RESOLVED, by the 116th Convention of the Diocese of East Carolina, that Title II, Canon 7, Section 1 be amended to authorize the Bishop to appoint either Presbyters or Deacons to the position of Archdeacon; and be it further

RESOLVED, that as amended, Title II, Canon 7, Section 1 shall read:

“The Bishop shall have the power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters or Deacons canonically resident in the Diocese, and who shall, if practicable, be detached from any Parochial Cure.”

Respectfully submitted,

Joan Geiszler - Ludlum, Chair,
on behalf of the Committee on Canons and Constitution

¹Page 318, Journal Diocese of East Carolina, 1997

RESOLUTION #3

RESOLUTION REGARDING FUNDING FOR EPISCOPAL ELECTIONS

WHEREAS, in the life of every diocese it is necessary at times to hold episcopal elections; and

WHEREAS, appropriate planning for such elections includes our stewardship of time, talent and treasure; and,

WHEREAS, part of that stewardship requires the expenditure of funds not normally on hand in a diocesan operating budget; and,

WHEREAS, the next committee to serve in an episcopal election would benefit from having funds on reserve and available for immediate use;

NOW, THEREFORE, be it resolved that the Finance Committee of the Diocese of East Carolina be requested to include a line item in an amount up to \$10,000.00 annually from designated funds to be invested and held for future use as such time as there may be a call for an episcopal election in this Diocese, and fund to be named "Episcopal Election and Consecration Fund."

Respectfully submitted,

Sheila Walker (St. Andrew's, Goldsboro)
on behalf of 1995 Bishop Coadjutor Nominating Committee

RESOLUTION #4

RESOLUTION REGARDING LAMBETH CONFERENCE

Be it resolved that this Convention of the Diocese of East Carolina exhorts Anglicans in this diocese and beyond to reflect, prayerfully and with humility, on the actions of the Lambeth Conference, keeping their minds and hearts open to the question of whether, by means of the Lambeth Conference, God may be speaking to us in ways that many in the American church find difficult and unsettling.

The Rev. William John Bradbury, Rector
William Polk Cheshire, Lay Delegate
St. Peter's, Washington

RESOLUTION #5

RESOLUTION CONCERNING INTERNATIONAL DEBT

RESOLVED, that this 116th Convention of the Diocese of East Carolina affirms Resolution I.15 (International Debt and Economic Justice) of the 1998 Lambeth Conference (text attached); and be it further

RESOLVED, that this Convention supports the forgiveness of all international debt for those Central American countries and Caribbean devastated by the hurricanes of 1998; and be it further

RESOLVED, that this convention instructs the Commission on Hunger, Peace and Justice to develop during 1999 educational materials and a program designed to help parishes educate themselves and their members concerning the economic, moral, ethical, and theological implications of international debt.

EXPLANATION

- The 1998 Lambeth Conference overwhelmingly adopted a strongly worded resolution concerning international debt. In addressing the Conference, the Archbishop of Cape Town, the Most Reverend Njongonkulu Ndungane, put the problem in the starkest possible terms: “We live in a world where the human family has become increasingly divided – between the very few – those 20% who take for themselves 83% of the world’s income, and the many who receive so little of the world’s income... For every \$1 that rich countries send to developing countries, \$11 comes straight back in the form of repayment on debts owed to the richest countries... What the bishops can give [the poor] is one voice, a voice strong in defence of the poor, bold in contradiction to the rule of money, and full of the love of God. I invite you, my fellow bishops, to take this matter prayerfully into your own hearts. What is God calling you to say to the Church in your own

country – to the members of your Diocese; to the rich and powerful in your country?”

- More dollars are flowing out of countries devastated by Hurricane Mitch to service their foreign debt than are flowing in for disaster relief and development. (Source: *The Christian Century*, December 9, 1998, page 1173)
- Holy Scripture speaks unequivocally to the issue of indebtedness and debt relief. Debt relief in the Year of Jubilee was designed as a means of maintaining the community (Leviticus 25:8-55). The prophets speak with one voice regarding debt relief (e.g. Isaiah 61:1-6) and warn of the consequences of debt imbalance. The infliction of intolerable burdens on the poor consequent upon improvident loans is roundly condemned (Exodus 22:25-27, Deuteronomy 24:6, 10-13). One of our Lord's most minatory parables concerns the lack of compassion in debt forgiveness (Matthew 18:23-35).

Submitted by,

The Rev. William Brettmann, Rector
St. Stephen's, Goldsboro and
The Commission on Hunger, Peace and Justice

LAMBETH CONFERENCE, 1998
RESOLUTION I.15
INTERNATIONAL DEBT AND ECONOMIC
JUSTICE

Recognizing the importance and urgency of issues of international debt and economic justice, this Conference adopts the following statement:

(a) We see the issues of international debt and economic justice in the light of our belief in creation: God has created a world in which we are bound together in a common humanity in which each person has equal dignity and value. God has generously given to the nations immense resources which are to be held in trust and used for the well-being of all and also offered us in Christ Jesus liberation from all that which destroys healthy human life - a pattern of giving which God desires all to follow. The healthy pattern for relationships is of mutual giving and receiving of God's gifts. Borrowing has its place only in as much as it releases growth for human well being. When we ignore this pattern, money becomes a force that destroys human community and God's creation. The vast expansion in the power and quantity of money in recent decades, the huge increase in borrowing among rich and poor alike, the damaging material and spiritual consequences to many, bear testimony to this destructive force.

(b) Mindful of the work done by the political leaders, finance ministers, church leaders and people of creditor nations, we welcome the framework provided by the historic Heavily Indebted Poor Country Initiative (HIPC) of 1996. We particularly welcome the approach of bringing all creditors together to welcome unilateral initiatives taken by governments to write off loans owed to Overseas Development Departments; and initiatives by governments and international financial institutions to strengthen the capacity of debtor nations to manage debt portfolios, and to co-operate together. We welcome the commitment by leaders of the eight most powerful economies (the G8) in Birmingham May 1998; to consider withholding future taxpayer-subsidised loans intended for arms sales and other unproductive purposes.

(c) While recognizing these achievements, we wish to assert

that these measures do not as yet provide sufficient release for the hundreds of millions of people whose governments are diverting scarce resources away from health, education, sanitation and clean water.

(d) We have heard and understood the point of view that poverty reduction is more important than debt cancellation. Nevertheless we conclude that substantial debt relief, including cancellation of unpayable debts of the poorest nations under an independent, fair and transparent process, is a necessary, while not sufficient precondition for freeing these nations, and their people, from the hopeless downward spiral of poverty. Because indebted nations lose their autonomy to international creditors, debt cancellation is also a necessary step if these governments are to be given the dignity, autonomy and independence essential to the growth and development of democracy. We believe it vital that all of God's people should participate, on the basis of equal dignity, in the fruits of our interdependent world.

(e) The need for debt relief for the poorest nations is urgent. Children are dying, and societies are unravelling under the burden of debt. We call for negotiations to be speeded up so that the poorest nations may benefit from such cancellation by the birth of the new millennium. The imagination of many, rich and poor alike, has already been gripped by the stark simplicity of this call. This response can be harnessed for the cause of development.

(f) We call on the political, corporate and church leaders and people of creditor nations:

- to accept equal dignity for debtor nations in negotiations over loan agreements and debt relief ;
- to ensure that the legislatures of lending nations are given the power to scrutinize taxpayer-subsidised loans; and to devise methods or regular legislative

scrutiny that hold to account government-financed creditors, including the multilateral financial institutions, for leading decisions;

- to introduce into the design of international financial systems mechanisms that will impose discipline on lenders, introduce accountability for bad lending, and challenge corruption effectively, thus preventing future recurrence of debt crises;
- to introduce measures that will enable debtor nations to trade fairly with creditor nations. Fair trade will allow debtor nations to develop their domestic economics. This in turn will allow them to pay those debts which will remain and to take their rightful place in the community of nations;
- to ensure that each of the OECD (Organization for Economic Co-Operation and Development) nations honour their commitment to set aside 0.7% of their GNP for international development.

(g) We call on political leaders, finance ministers, corporate executives, traditional rulers, religious leaders and the people of debtor nations:

- to accept independent, fair and transparent procedures for agreeing debt relief;
- to adopt much greater transparency and accountability in the process of accepting and agreeing new loans, particularly as the burden of repayment of these loans will fall largely on the poorest; ensuring proper scrutiny by legislative bodies of each loan contract signed by government ministers;
- to adopt measures for disciplining elected and paid government officials who corruptly divert public funds and also to provide for sanctions against private sector persons and bodies who act corruptly;

- to adopt measures for ensuring that additional resources generated from debt relief are allocated to projects that genuinely benefit the poorest sections of society.

(h) We call on political leaders and finance ministers in both creditor and debtor nations to develop, in a spirit of partnership, a new, independent, open and transparent forum for the negotiation and agreement of debt relief for highly indebted nations. In particular, we call on them to co-operate with the United Nations in the establishment of a Mediation Council whose purpose would be:

- to respond to appeals from debtor nations unable to service their debts, except at great human cost;
- to identify those debts that are odious, and therefore not to be considered as debts;
- to assess, independently and fairly, the assets and liabilities of indebted nations;
- to determine that debt repayments are set at levels which prioritize basic human development over the demands of creditors;
- to hold to account those in authority in borrowing countries for the way in which loans have been spent;
- to hold to account those in authority in lending nations for the nature of their lending decisions;
- to demand repayment of public funds corruptly diverted to private accounts;
- to consult widely over local development needs and the country's capacity to pay; and
- to ensure, through public monitoring and evaluation, that any additional resources made available from debt relief are allocated to projects that genuinely benefit the poor.

(i) We commit ourselves to supporting the objectives outlined above, in the countries in which we live, whether they are debtor nations or creditor nations. We will seek also to highlight the moral and theological implications. Mindful of the wisdom held within other faith traditions we shall work with them, as we are able, to examine the issues of credit and debit and the nature of the economy.

(j) Furthermore we call upon members of the Communion to cooperate with other people of faith in programs of education and advocacy within our dioceses, so that we may help to raise public awareness of these vital economic issues that impact so deeply on the daily lives of the poor.

(k) Finally, we call on all Primates to challenge their dioceses to fund international development programs, recognized by provinces, at a level of at least 0.7% of annual total diocesan income.

Source: Reprinted from September 1998 Episcopal Life

RESOLUTION #6
RESOLUTION ENDORSING CONTINUING
DIALOGUE
ON ISSUES OF SEXUALITY

WHEREAS, the 72nd General Convention of the Episcopal Church meeting in Philadelphia in the year of our Lord 1997 passed a resolution apologizing to gay and lesbian members of the Episcopal Church for years of rejection and maltreatment (D011a); and

WHEREAS, the 72nd General Convention endorsed “the process of voluntary dialogue as an effective and appropriate process for Episcopalians to use in facing questions about sexuality ‘with honesty and integrity, avoiding unnecessary confrontation and polarization, in a spirit of faithful seeking to understand more clearly the will of God for our lives as Christians’” (A071); and

WHEREAS, the 72nd General Convention directed the Standing Liturgical Commission to continue its study of the theological aspects of committed relationships of same sex couples and to issue a full report, including recommendations of future steps to resolve issues related to such committed relationships for consideration at the 73rd General Convention in the year of our Lord 2000; and

RESOLVED that the 116th Convention of the Diocese of East Carolina affirms the Lambeth Conference Resolution 1.10 statement that all baptized, believing and faithful persons, regardless of sexual orientation, are full members of the Body of Christ. And be it further

RESOLVED that the 116th Convention of the Diocese of East Carolina supports the continuing dialogue in *Cross Current* and in other forums for the next 12 months as

outlined by the 72nd General Convention as the process for facing questions about inclusion of gay and lesbian members of the Episcopal Church in the fullness of our community life and worship.

Respectfully submitted,

The Rev. Joseph W. Cooper, Rector
The Rev. R. C. West, Jr., Deacon
Vestry of Church of the Servant, Wilmington

RESOLUTION #7

RESOLUTION ENDORSING THE LAMBETH CONFERENCE RESOLUTION ON SEXUALITY

Resolution #7 was defeated. For details of the vote by orders, reference the Journal of Proceedings.

RESOLUTION #8

RESOLUTION CONCERNING YOUTH

WHEREAS the Anglican Communion, the Episcopal Church in the United States and the Diocese of East Carolina proclaim a commitment to the inclusion and empowerment of each of its members in the processes and privileges of the Church; and

WHEREAS this Communion, Church and Diocese are committed to educate, train and equip all their members in the uses of their unique gifts, leadership skills, and ministries for the common good

WHEREAS our young people, baptized as lay ministers of the Church, carry on Christ's work in the world and have a place in the life, worship and governance of the Church; and

WHEREAS many issues facing the Church have direct and profound impact on the lives of youth; and

WHEREAS the youth of our church are not only the life of the future church but also members of the central core of the Church today;

BE IT THEREFORE RESOLVED that this convention reaffirms importance of the youth in shaping the future of

the Diocese; and

BE IT FURTHER RESOLVED that the bishop and Executive Council appoint a task force to study the nature of youth participant representative at the Diocesan Convention and report its recommendations to the 117th Convention of the Diocese of East Carolina; and

BE IT FURTHER RESOLVED that this convention of the Diocese of East Carolina, recommit itself to encourage and support, as a Diocesan priority, the work of the Youth Commission, the Youth Task Force, the Diocesan Youth Coordinator and the youth of our diocese.

Respectfully submitted,

The Rev. Lucy Talbott
on behalf of the Youth Commission
and the Youth Task Force

RESOLUTION #9

**SUBMISSION OF RESOLUTION
AFL-CIO FARMWORKER LABOR ORGANIZING
COMMITTEE**

Resolution #9 was defeated.

**RESOLUTION #10
CONCERNING THE MILLENNIUM**

Resolution #10 was tabled.

RESOLUTION #11 OF CONGRATULATIONS TO THE REV. & MRS. CHARLES VON ROSENBERG

Whereas, The Rev. Charles von Rosenberg is a native son of our Diocese; having grown up at St. John's, Fayetteville; and

Whereas, The Rev. Charles von Rosenberg has served faithfully as a Deacon and Priest in our Diocese at St. James, Belhaven, St. Paul's, Beaufort and most recently at St. James, Wilmington; and

Whereas, The Rev. Charles von Rosenberg has served our Diocese faithfully in several capacities including President of the Standing Committee and Deputies to General Convention;

and whereas, The Rev. Charles von Rosenberg was elected Bishop of East Tennessee in October of 1998 and will be consecrated on February 27, 1999;

Be it resolved, that the Bishop, Clergy and Lay Delegates of the 116th Convention of the Diocese of East Carolina send our prayers, best wishes and Godspeed to the Rev. Charles von Rosenberg and his wife Annie; and

Be it further resolved that the Delegation of St. James Church, Wilmington convey this resolution to The Rev. & Mrs. Charles von Rosenberg.

Respectfully submitted,

The Rev. Ron Abrams - Holy Trinity Episcopal Church, Fayetteville

The Rev. Lucy Talbott - St. Paul's in-the-Pines, Fayetteville

Mary B. Wahab - St. James, Belhaven

David Stoller - Christ Church, New Bern

The Rev. David Chamberlain - St. John's, Fayetteville

Larry Overton - St. Thomas, Ahoskie

Judy Whichard - St. Paul's, Greenville

The Rev. Joe Cooper - Church of the Servant, Wilmington

Jo Parrott - St. Mary's, Kinston

John Parker - St. James, Wilmington

William A. Whedon - St. James, Wilmington

RESOLUTION #12
A RESOLUTION RESPECTING CLERGY IN CHARGE OF
PARISHES IN THE DIOCESE BUT NOT CANONICALLY
RESIDENT

Whereas from time to time new clergy move into the diocese to take responsibility for parishes and the transfer of their canonical residence can be delayed for several months; and

Whereas from time to time new clergy move into the diocese to take charge of parishes and they are constrained from canonical transfer due to financial or other ties to their previous diocese; and

Whereas the Convention of the Diocese of East Carolina addresses questions of material interest to the parishes and careers of clergy in charge of parishes but who are not canonically resident;

Be is resolved that the Committee on Canons and Constitution be directed to consider the proposal of an amendment to Article IV, Section 2 of the Constitution of the Diocese of East Carolina allowing seat and voice in Convention to clergy who are in charge of parishes but not canonically resident.

Respectfully submitted,

Jane Hadden

C. C. Stewart

The Delegation of St. Cyprian's Church, New Bern

The Rev. Thomas Rickenbaker, St. Paul's, Edenton

The Rev. Elaine Irving, St. Anne's, Jacksonville

Debbie Boyle, St. Paul's, Edenton

John F. Becker, St. Paul's

Hood Ellis, St. Paul's, Edenton

Charles D. Jones, St. Paul's, Washington

David Stoller, Christ Church, New Bern

Tom Holt, Holy Trinity, Fayetteville

The Rev. David Stout, St. Paul's, Beaufort

The Rev. David Davis, Holy Trinity, Fayetteville

COURTESY RESOLUTION

Be it resolved that the 116th Convention of the Diocese of East Carolina expresses its gratitude to all the parishes of the Upper Cape Fear Deanery for their gracious hospitality.

Those parishes are: Christ Church, Hope Mills; Good Shepherd, Fayetteville; Holy Trinity, Fayetteville; St. Christopher's, Elizabethtown; St. John's, Fayetteville; St. Joseph's, Fayetteville; St. Paul's, Clinton; St. Paul's in-the-Pines, Fayetteville; Trinity Church, Lumberton.

Special thanks to Holy Trinity, Fayetteville for inviting us to attend Evensong and to the Rev. Joe Cooper and the Diocesan Liturgical Commission for their creative design of all Convention worship services.

And thanks to St. Patrick's Roman Catholic Church, the Rev. Frank Durbin and people for the use of their magnificent facility. We are grateful for the grace and beauty of the young dancers at the beginning and during our worship.

Our heartfelt thanks to Bishop Daniel for his leadership, vision and his inspiring addresses during the opening service and during Convention sessions.

We give thanks for the presence of Archdeacon Richard and his wife Wendy, our brother and sister from Canterbury Cathedral. His eloquent address on Thursday afternoon and his homily today have inspired us to think in new and progressive ways.

Recognizing that Diocesan Convention has grown in numbers and complexity we give thanks to God for the ministry of Bob Van Veld who let the Convention Committee for many years through the changes required to meet the challenges of such expansion.

Following Bob's retirement as Committee Chair, Pat Howe has very ably led this committee in planning 5 conventions including the special convention in New Bern for the election of the Bishop. Pat is now ready to pass the baton, and so we give thanks for God for her labors and ministry among us for the past 6 years and her chairmanship for five conventions.

We echo the Bishop's appreciation for the work of P.C. Barwick as the Diocesan Chancellor for 10 years. The value of his stable, clear legal counsel cannot be overstated in its contribution to Diocesan balance and wellness. We thank God for his faithful service.

We thank the staff, clergy, delegates and guests for enthusiastically engaging the Bishop's vision and making a commitment to strive towards its fruition. We pray that everyone here will make it a personal goal to inform the body of Christ at home what has been shared at this convention.

We are thankful for the selection of this fine facility in which we could stay, work, pray and fellowship together. We thank Holiday Inn personnel for their patience and courtesy.

Most important we give thanks and praise for this Diocese of East Carolina, our churches and our time together.

May we pray that our Lord God will give us an inquiring mind, a discerning heart and a steady will.

May God bless you all!

Respectfully submitted,

Ann Bustard
Ernie Carter
William Potts

Executive Council
March 13, 1998
Trinity Center, Salter Path

The Executive Council of the Diocese of East Carolina met on Friday, March 13, 1998 at 10:00 a.m. in Salter Path at Trinity Center. The following individuals were present: Mr. Davis Jones, the Rev. Augustine Joseph, Mr. George Brandt, Mr. David Shields, Ms. Carol Taylor, the Rev. Vic Frederiksen, the Rev. Gloria Price, Mrs. Jimi Paderick, Ms. Jane Wynne, the Rt. Rev. Clifton Daniel, the Rev. Canon Phil Craig, the Rev. Tom Noe, Mr. J. Ramsey Spear, the Rev. Sean Cavannagh, the Rev. Charles vonrosenberg, Mrs. Judy Glick, the Rev. Hilary West, Mrs. Alicia Alford and Mr. Simon Whitehead.

Bishop Daniel introduced the new members: Mrs. Judy Glick, the Rev. Gloria Price, the Rev. Vic Frederiksen. Mr. David Shields is the new Treasurer of the diocese and the Rev. Charles vonrosenberg is the new president of the Standing Committee.

The minutes from the January 23 meeting had been previously circulated. Bishop Daniel asked for any changes and/or corrections. The Rev. Hilary West noted one error, the word northwestern should be northeastern. There were no further corrections/changes. The minutes were approved.

Mr. David Shields gave the Treasurer's Report. He briefly went through the

1998 Budget.

Bishop Daniel asked committee members feedback from the 1998 Convention. Some of the comments made were:

- Hearings were good.
- Content of resolutions not available soon enough. (Ms. Jane Wynne stated that she could send the resolutions out by mail the first week of January and put on the Diocesan Web Page.)
- Are the hearings just for delegates? (Bishop Daniel stated that hearings are open to all; however, to be able to speak on convention floor is limited to those who have seat and voice.)
- Materials appeared on tables with no references.
- Expo Center was good space for exhibits.
- Possibility of having a microphone at the hearings.
- There was a good sense of listening at the hearings. The manner in which they were conducted should be commended.
- Identification of speakers at the hearings. (Example: delegate, alternate, visitor)
- Youth representatives need more supervision and involvement.

Ms. Carol Taylor gave her report for Youth and Camp Trinity. She stated that the youth are using the Sharp Building for diocesan events. The new field is an exciting extension to the youth program. She added that May 23 is the

beginning of the camping program and will be ending by August 9th. She announced that 465 registrations have been received for camp, so far. Carol stated that she is currently interviewing camp staff and is striving for a more diverse staff. The hiring process should be completed in the next two weeks. Bishop Daniel expressed his desire for staff diversity to continue to be a priority. Carol stated that Puerto Rico, Diocese of North Carolina, Albany and Iceland desire the Diocese of East Carolina to help establish New Beginnings in their dioceses.

The Rev. Charles vonrosenberg stated he felt there should be more supervision of the youth representative during convention. The council discussed this issue. Bishop Daniel suggested that we take time to listen to the youth, maybe we should give them time to speak at convention.

Mrs. Judy Glick gave her report on Stewardship. She announced that the Stewardship Conference is this weekend; there are approximately 90 people registered. The Rev. Hugh Magers is the scheduled speaker.

The Communications report was given by Mrs. Alicia Alford. The Communication Advisory Committee met at convention for the first time. She received good feedback from this meeting. A source of frustration with *Cross Current* is mailing time. She plans to check on what charges would be to use a mailing service out of Greenville or Wilmington.

There will be a Communication Workshop on May 7 at Diocesan House from 9 a.m. to 1 p.m. Alicia has available a Communication Handbook for those parishes.

Mrs. Judy Glick reported for the Pamlico Deanery. She stated that they meet this Sunday. She told the council that the deanery only likes to have meetings, when there is business that requires vote or action.

The Rev. Augustine Joseph reported for the Rev. Gary Noteboom for Trinity Deanery. He stated that the deanery confirmation was a good experience. Bishop Daniel agreed and stated that he has enjoyed all his deanery confirmations.

The Rev. Charles vonrosenberg reported for Jane Martin and the Lower Cape Fear Deanery. He stated that they have established a committee for New Congregations and Developments. Their next deanery meeting is March 1.

Bishop Daniel announced the dedication for Diocesan House will be Saturday, May 16. The whole diocese is invited to attend.

Bishop Daniel gave update on the Consulting Committee. They have hired a consultant for long range planning, Mrs. Susie Miller. Mrs. Miller's first assignment for the bishop is for him to design the perfect diocese. Bishop Daniel emphasized that all would be involved in this process.

Bishop Daniel sadly announced several recent deaths. Deaths were: the Rev. Porter Cox and the Rev. Charles Dove, retired priests of this diocese; Mrs. Betty Harris, widow of the Rev. George Harris; Bishop Allin, our former Presiding Bishop and the Rev. Cecil Wood, former Dean of Virginia Theological Seminary.

Bishop Daniel announced that the Rt. Rev. Clay Matthews has been appointed Officer for Pastoral Development by the Presiding Bishop.

May 17th, is the 101st Anniversary of the dedication of the building of St. Joseph's, Fayetteville.

Mrs. Alicia Alford delighted the council with what she felt should be the quote of the week. The quote was made by a vestry member of St. Andrew's, Goldsboro. When asked about St. Andrew's Goldsboro's mission, she said, "we want to be the San Mateo of the South".

Ms. B. J. White introduced herself to the council and gave a tour of Trinity Center's new construction.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Mrs. Jimi Paderick

Secretary

Executive Council
September 11, 1998
Diocesan House, Kinston

The Executive Council of the Diocese of East Carolina met on Friday, September 11, 1998 at 10:00 a.m. in Kinston at Diocesan House. The following individuals were present: the Rev. Tom Noe, the Rev. Augustine Joseph, the Rev. Vic Frederiksen, the Rev. Gary Noteboom, Mr. Ron Huskey, Mrs. Jane Martin, Ms. Denice Page, The Rev. Gloria Price, the Rev. Bonnie Clarke, the Rev. Canon Phil Craig, Jr., the Rt. Rev. Clifton Daniel, 3rd, Ms. Jane Wynne, Mrs. Jimi Paderick, Ms. Carol Taylor, Mrs. Judy Glick, the Rev. Elaine Irving, Mr. Al Matthews, and the Rev. Dale Brudvig.

The committee celebrated Holy Eucharist at 9:30 a.m. in the Bishop's Chapel.

Bishop Daniel opened the meeting by passing out photographs from this summer's Lambeth Conference. The minutes from the May 29 meeting had been previously circulated. Bishop Daniel asked for any changes and or corrections. The minutes were accepted.

The Rev. Bonnie Clarke explained that Mr. Davis Jones had written her explaining that he would not be able to attend the remaining meetings of Executive Council. The Trinity Deanery recommended Mrs. Patricia Phillips from St. Paul's, Beaufort to fill this vacancy. The Rev. Bonnie Clarke nominated Mrs. Patricia Phillips to the council for this vacancy. It was moved,

seconded and passed.

Bishop Daniel informed the council that Mr. J. Ramsey Spear recently had heart surgery. He has resigned as a member of Executive Council. Bishop stated that he is an At-Large member and if anyone has any suggestions for a replacement to advise him. Bishop Daniel added that he will write Mr. Spear and give him thanks for his dedication and service to Executive Council.

Bishop Daniel then gave the Bishop's Report. He reviewed his schedule since the last council meeting. He discussed Hurricane Bonnie. He stated he was very pleased with the communication shown in the diocese throughout the storm; the deans had assessed the damage in each of their deaneries and reported back to him. Bishop Daniel stated there had been minimal damage from Hurricane Bonnie. Damages reported were: St. James, Shallotte, roof damage; one retired clergy had water damage in his home (Bishop Daniel sent him \$500 assistance); San Mateo had individuals with lost incomes (Bishop Daniel sent them \$2000 assistance). Bishop Daniel stated that Trinity Center had approximately \$10,000 in damages. He stated that the beach front has lost 10 feet of dune and the ocean side deck will have to be removed because it is not safe. At the next Trinity Board, there will be discussion regarding future plans for the Beach House.

Bishop Daniel then discussed with the council the Lambeth Conference. He described his schedule at Lambeth. He

explained that the bishops were divided into 4 sections: Human Rights and Human Dignity, Ecumenical Work, Evangelism and Living in a Pluralistic World. Each section was to report and form a resolution. Mrs. Judy Glick asked did he know why our presiding bishop abstained on the sexuality resolution. Bishop Daniel stated there is a letter in the September issue of "Cross Current" with his explanation.

Bishop Daniel admitted to his surprise the major theme for him was international debt. He stated that for every dollar the US sends in foreign aid, the US received \$11 back in interest. He explained that countries, unlike people, cannot file bankruptcy. Debt in struggling third-world countries can place them in economic slavery.

Bishop Daniel gave an update on clergy changes: the Rev. Thomas Rickenbaker and his wife Cindy are at St. Paul's, Edenton; the Rev. Mike Cogsdale and his wife Elizabeth are at Grace, Plymouth; the Rev. John Eberman and his wife Betty Jo are at St. Thomas, Oriental (Interim); the Rev. Henri Baillargeon and his wife Ginny are at St. Paul's, Vanceboro; the Rev. Robert Banse has resigned, and is moving to the Diocese of Pittsburgh; and the Rev. Jeff Douglas has resigned and is in the Diocese of Western North Carolina.

Bishop Daniel reported that the ECC Banquet is November 14 at King's Restaurant in Kinston. Also, the 1998 Lutheran/Anglican/ Roman Catholic Conference (LARC) is November 10-11 at

Trinity Center and he encourages all to attend.

Bishop Daniel updated the council on long-range planning. He stated the Consulting Committee has hired Susy Miller as their consultant. He had hoped that they would be further along, but he is still working on his long-range vision for the diocese. Bishop Daniel stated that the Consulting Committee has been very helpful and he gives thanks for them. He plans to appoint a Long Range Planning Committee with different members by the end of the year.

Ms. Carol Taylor gave her report on Youth Commission and Camp Trinity. She said that the summer session was finished and she was back from vacation with "new" energy. She stated they had enjoyed new facilities, new programs and a great staff. There were 622 campers (59 minority), with the last session on August 6. She announced that \$8,967 was given in scholarships and the Camp Committee is to discuss further ways to build this fund. The Camp Committee meets on September 24 to evaluate their work for the year. Ms. Taylor commended Mr. Penn Perry and Ms. Julie Lane for their dedication to Camp Trinity. She added that the Rev. Bob Banse, Chair of the Camp Committee, and his leadership will be missed. Ms. Taylor stated that Adventure's Camp had more volunteers and campers than in past years.

Ms. Taylor reported that 35 adults and youth met at Diocesan House to plan fall events. She informed the council that

Adults Who Work With Youth (AWWWY) will meet September 18 - 20 at Trinity Center. During this event, training will be offered for Prevention of Sexual Misconduct. Ms. Taylor also reported that the Youth Task Force is a small committee that has recently been reactivated. They have met with Bishop Daniel who gave them direction for future youth programs and recently mailed out a survey which had a 58% return rate.

Bishop Daniel gave a report for the Retirement Facility Feasibility Committee. He stated he attended their meeting this week and the following was accomplished. He discharged the committee with thanks for their work and for the report submitted to him. He invited them to come to Executive Council's November meeting to present their recommendation of the feasibility to build a facility in this diocese. They also recommended that we begin a partnership with Penick Village (a retirement community in the Diocese of North Carolina).

Mr. Al Matthews gave the Foundation Report. He stated the board met in the spring and established Guidelines for Spending. At the end of 1997 the portfolio was valued at \$7,092,000. As of August 1, 1998 the value was \$7,150,000 with only a 3.1% growth. It was expected to drop even further in August due to the poor market. Mr. Matthews stated we will have to use reserves to fund diocesan programs if the market continues to decline. Grants approved by the Foundation this year

were: \$50,000 for the Retirement Facility Feasibility Committee consultation needs, \$17,500 for Long Range Planning consultation fees, \$14,000 Congregation and Development consultant, and \$25,000 for Trinity Center interest payments.

The Clergy Salary Study Committee report was given by Bishop Daniel. He stated their meeting was delayed due to the hurricane and they will meet next week. He expects to have a recommendation for 1999 soon.

Bishop Daniel reported that he wants to create a Hispanic Ministry through the diocese, in addition to the good work in progress at San Mateo. He feels our vision may be too small. He informed the council that he appointed the Rev. Bill Bradbury as chair of the Diocesan Hispanic Ministry Board. Although they are moving slowly, they have used Covenant With The Future funds to hire Annie Burns as administrator. New ministry may be developed with St. Thomas, Oriental and Holy Cross, Aurora. The Rev. Barbara Houston will continue her ministry with the Hispanics while serving at St. John's/St. Mark's, Grifton.

Ms. Jane Wynne gave the Communications Report for Mrs. Alicia Alford. The deadline for "Cross Current" is the 10th of each month; if anyone has anything for October please forward it to Alicia now. There was an article in "Companion Sheet" which stated mailing lists were being mailed to the churches; however, when Alicia received them they were not

listed in alphabetical order. She has reordered the lists and expects to mail them out soon.

The Rev. Dale Brudvig gave his report for the Albermarle Deanery. He stated that Holy Trinity, Hertford has designed a commemorative coin and will distribute those on the October 18th service for their 150th Anniversary Celebration. He stated on September 15 the deanery clergy would have lunch with Bishop Daniel.

The Pamlico Deanery report was given by Judy Glick. She announced that an Education For Ministry class was beginning and to check "Cross Current" for more information. She stated their next deanery meeting is September 24.

The Rev. Bonnie Clarke gave her report for the Trinity Deanery. She stated they had their deanery meeting on August 18. They had an attendance of about 23 people and the Rev. Barbara Houston spoke to them about Hispanic Ministry.

The Rev. Gary Noteboom gave his report for the Upper Cape Fear Deanery. He stated that he had a sabbatical this summer, and encourages everyone to do this. He told council that the deanery will meet next Sunday and this Sunday is the Newton Grove Farmworker Festival. He said that the deanery will be hosting the Convention again this year. Also, Canon Craig will meet with the clergy of the Upper Cape Fear Deanery for lunch on September 22.

The Lower Cape Fear report was given by

Mrs. Jane Martin. She stated they have not met since summer but will be gearing up for the fall soon. Their next meeting is September 19 at St. Paul's, Wilmington.

Bishop Daniel announced that the deacons meet tomorrow at the Diocesan House. The Bishop will discuss their ministry, duties and the appointment of an archdeacon.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick
Secretary

Executive Council
November 13, 1998
Diocesan House, Kinston

The Executive Council of the Diocese of East Carolina met on Friday, November 13, 1998 at 10:00 a.m. in Kinston at Diocesan House. The following individuals were present: The Rev. Tom Noe, The Rev. Vic Frederiksen, Mrs. Nancy Smith, Mrs. Jane Martin, the Rev. Gary Noteboom, the Rev. Charles Gill, the Rev. Dale Brudvig, Mr. Dave Stoller, Admiral Fred H. Baughman, Mrs. Patricia Phillips, the Rev. Augustine Joseph, the Rev. Bonnie Clarke, Ms. Dencie Page, Mr. Ron Huskey, Mrs. Alicia Alford, the Rt. Rev. Clifton Daniel, 3rd, Ms. Jane Wynne, Mrs. Jimi Paderick, Ms. Carol Taylor, the Rev. Phil Glick, the Rev. Elaine Irving, Mr. David Shields, Mr. Simon Whitehead, Mrs. Judy Glick, the Rev. Matthew Stockard, the Rev. Gloria Price, and Mr. George Brandt.

The minutes from the September 11 meeting had been previously circulated. Bishop Daniel asked for any changes and/or corrections. The minutes were accepted.

Bishop Daniel gave the Bishop's Report. He told the council that Canon Craig and Betty Clarke were attending the Companion Diocese's Convention in Puerto Rico. He informed the council that a total of \$6,300 was sent to help with hurricane relief in Puerto Rico. He thanked the Convention Committee and its chair, Pat Howe for all the work they have done. Bishop Daniel announced what

a great success the 1998 Clergy Conference was. He gave thanks to the committee which planned the conference and all the clergy who attended.

Bishop Daniel stated that there will be a Clergy/Spouse Conference overnight-stay following the 1999 Convention in Fayetteville. He said it will consist of dinner, theater and fellowship, with Eucharist on Sunday. He explained that parishes can utilize retired/supply clergy or senior wardens to do Sunday services. He plans to send a letter to explain this.

Bishop Daniel announced that Mr. Dave Stoller is the new chair for Congregations and Development.

The Rev. Gloria Price gave a report for the Creative Christian Stewardship Grants. She reviewed the requests and proposals. She thanked the Foundation for the additional funds they were given. The Creative Christian Stewardship Report was moved, seconded and passed. Ms. Jane Wynne noted that the remainder of the unused portion has been allocated to the Bishop's Discretionary Fund.

The Clergy Salary Study Report was given by the Rev. Matthew Stockard. He reviewed the report and guidelines with the council. He emphasized how difficult it was for both clergy and vestry to negotiate salaries. He added by using these guidelines the process is easier. The council commended the report and moved that it should go to the 1999 Convention.

Ms. Carol Taylor gave her report for Youth and the Camp Budget for 1999. She discussed conferences: Adults Who Work With Youth which will include Prevention of Sexual Misconduct Training; Happening #32 and Sr. DYE (with the theme "Rebel With A Cause"). She discussed upcoming events such as: Winterlight's at Kanuga and the Youth Celebration in Wilmington. She stated that the bishop had appointed several people to review the role of youth representatives at convention.

The Rev. Phil Glick reviewed the 1999 Proposed Budget for Camp Trinity. He stated that there will be an increase of \$10.00 in tuition for campers and they will be requesting \$5,000.00 more from the diocesan budget. He added that they have requested that the loose plate Christmas Eve Collection be given towards scholarships for campers. He informed the council that there was a new line item in the Camp Budget for Equipment Depre-ciation/Replacement. The budget was approved. The camp budget comes before council in November so that camp brochures may be printed with tuition costs in January.

Bishop Daniel announced that the ECC Banquet is in Kinston tomorrow with the Rev. Colonzo Hubbard as speaker.

Bishop Daniel gave a report on the Deacon's Meeting. He stated he plans to do this on a regular basis. The bishop plans on appointing an archdeacon in the near future.

Ms. Denice Page gave her report for the Episcopal Church Women. She stated that

the deanery meetings they had this fall went well and they had good attendance. She stated they were helping with the hurricane assistance in Puerto Rico. She announced that the Executive Board will meet at Trinity Center in January.

Mrs. Alicia Alford gave her report for Communications. She stated that she has received approximately 1/3 of the mailing list updates. She informed the council there will not be a *Cross Current* in January and February. Mr. Scott Nunn of Wilmington will cover convention and the March *Cross Current* while she is on maternity leave. She added that if anyone is interested in writing or taking photographs during convention, to contact her. Alicia stated that *Companion Sheet*, the diocesan newsletter, would contain all convention information instead of *Cross Current*.

Bishop Daniel announced that he has requested for each parish to bring an 8x10 framed photograph of their church to conventon. He plans to hang to photographs in the chapel at Diocesan House.

Admiral Fred Baughman gave his report for the Retirement Facility Feasibility Committee. He reviewed the previously circulated report to the council. A Minority Report had also been circulated and was discussed. He stated the committee was asking for the support of Executive Council to continue into the next phase. He added they were not

requesting any funds. The council approved that a new committee be formed to continue into the next phase. A report will be submitted to the 1999 Convention and Admiral Baughman will be put on the Convention Agenda.

Bishop Daniel discussed the 1999 Convention with the council. He told them that a teaching session will be led by the Ven. John Prichard, Archdeacon of Canterbury. Bishop Daniel stated that at this years' convention most reports will be filed by title. Resolutions are due by December 31st. One change this year will involve the opening Eucharist. It will begin at 6:00 p.m. He added that each deanery will be allowed to choose one ministry to highlight with a time limit of 3 minutes.

Mr. Dave Stoller gave his report for the Department of Congregations and Development. He thanked Bishop Daniel for the opportunity to serve as this committee's chair. He stated he feels this is an extraordinary opportunity in our diocese for new missions and congregations. He stated that PERCEPT will be helping with demographics. Mr. Stoller stated the diocese is ready to grow.

The Rev. Charles Gill reported for the Department of Missionary Outreach. He stated that this committee meets 3 to 4 times yearly. He said there is approximately \$300,000 in the budget for outreach. While we are a healthy diocese, Father Gill has concerns about having more funds available for emergencies.

Bishop Daniel reported for the Hispanic Ministry. He stated a new board had been formed with the Rev. Bill Bradbury, chair. He stated that \$250,000 has been promised for this ministry through Covenant With the Future funds. At this point, they have purchased a van and hired a new employee, Annie Burns. San Mateo will fall under the Board of Hispanic ministry. The Rev. Nick Ibarra is a member of the board. The Rev. Barbara Houston is also assisting with the Hispanic Ministry Board.

The Rev. Dale Brudvig gave his report for the Albemarle Deanery. Holy Trinity, Hertford celebrated its 150 anniversary. He asked that the resolutions for convention to be mailed as early as possible.

Mrs. Judy Glick gave her report for the Pamlico Deanery. She stated that the deanery's Education For Ministry is going well and they will meet this Sunday.

The Trinity Deanery report was given by the Rev. Bonnie Clarke. She gave thanks for the clergy lunch given by the bishop. She announced that the Trinity Deanery Confirmation would be at St. Peter's, Swansboro.

The Rev. Gary Noteboom gave his report for the Upper Cape Fear Deanery. He stated that the ECW deanery meeting was well attended. The deanery is now gearing up for the 1999 Convention.

Mrs. Jane Martin gave her report for the Lower Cape Fear Deanery. She informed

the committee that a letter had been sent to their deanery regarding the availability of a retirement community to lower income people. She will forward the letter to the Retirement Facility Feasibility Committee. She also announced that the deanery will have their deanery confirmation at Church of the Servant, Wilmington on December 6.

The council voted unanimously to change the Executive Council Meeting day to Thursdays. The next scheduled meeting will be January 21.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick

Executive Council
January 21, 1999
Diocesan House, Kinston

The Executive Council of the Diocese of East Carolina met on January 21, 1999 at 10:00 a.m. in Kinston at Diocesan House. The following individuals were present: The Rev. Tom Noe, Mrs. Judy Glick, the Rev. Hilary West, Mrs. Nancy Smith, the Rev. Dick Warner, the Rev. Dale Brudvig, the Rev. Augustine Joseph, the Rev. Gloria Price, Mrs. Patricia Phillips, the Rev. Vic Frederiksen, the Rev. Gary Noteboom, the Rev. Canon Phil Craig, the Rt. Rev. Clifton Daniel, 3rd, Ms. Jane Wynne, Mrs. Jimi Paderick, Ms. Carol Taylor, the Rev. Bonnie Clarke, the Rev. Elaine Irving, Mr. Simon Whitehead, Mr. George Brandt, Mr. David Shields. Visitors were Mrs. Pat Howe, Chair of the Convention Committee and Dr. Allen Hornthal, Chair of the Finance Committee.

The minutes from the November 13, 1998 meeting had been previously circulated. Bishop Daniel asked for any changes and/or corrections. The minutes were accepted.

Mr. David Shields gave the Treasurer's Report. He shared with the council the 1998 Year-End Report and stated that the diocese did not receive as many pledges as they had anticipated. Bishop Daniel shared his concerns regarding the difference of \$52,000 in the amount pledged in comparison of the amount received. The council discussed at

length this shortfall. Suggestions and concerns were: - make pledges and amount paid more public; problem of Congregationalism; publicize a quarterly pledge status; study the trends of "behind" pledges. Bishop Daniel recommended the following: 1. Send a letter to the vestries in September to educate parishes about the diocese. 2. Send a copy of the budget to each vestry person. 3. publicize in *Cross Current* parish pledges and the status of these pledges. 4. Send a letter to the congregations regarding this shortfall. The Rev. Augustine Joseph suggested sending a booklet to the vestries defining the relationship between parish and diocese.

Bishop Daniel introduced Mrs. Pat Howe, chair of the Convention Committee. He stated that she has been the chair of this committee for five years. Pat informed the council that at this convention there will be a teaching session (which is open to the public) instead of dialogue sessions. The Ven. John Pritchard, Archdeacon of Canterbury, will lead this session. Because of time constraints, reports at convention will be limited. Each deanery is asked to have one person speak about a deanery outreach ministry to convention.

Bishop Daniel gave the Bishop's Report. He announced that the Rev. Alfonzo Narvarez has retired and resides in Edenton. Also, the Rev. Jim McGee has accepted an interim position at Christ Church, Elizabeth City and the Rev.

Charles vonRosenberg was elected Bishop of East Tennessee. He announced that the Rev. Martha Honaker is the new chair for Commission on Ministry; the Rev. Jim Cooke is the chair of a new committee, Clergy Continuing Education; and the Rev. Vic Frederiksen is chair for Clergy Wellness. He plans to install the Rev. Elaine Irving and the Rev. Sue Moody-Duval as archdeacons at convention upon the passing of a canonical change.

Bishop Daniel shared with the council his vision for the diocese. 1. To have major growth in the diocese by the year 2005 - basically to double the number of Episcopalians in the diocese. 2. To create a cathedral - to be at Trinity Center - a place/crossroad of pilgrimage where he can meet with people at anytime in the diocese. 3. To begin an Anglican Academy. He added that Susy Miller, diocesan consultant, will speak at convention.

The bishop stated that he expects there will be a clergy shortage in the near future. He added that the diocese needs to be competitive with other dioceses in areas of salary, benefits and growth potential.

The Rev. Augustine Joseph announced that the ECC Retreat is the 17 - 18 of June at Trinity Center.

The Rev. Dale Brudvig gave his report for the Albemarle Deanery. He stated that they had their pre-convention meeting with Jane Wynne at St. Paul's, Edenton. He announced that on March 14, 1999 they will have a deanery

confirmation at 4:00pm at St. Mary's, Gatesville.

The Pamlico Deanery report was given by Mrs. Judy Glick. She said their pre-convention meeting will be held at Zion, Washington with Bishop Daniel.

The Rev. Bonnie Clarke gave her report for the Trinity Deanery. She stated that their pre-convention meeting will be January 31 with Bishop Daniel at St. Cyprian's, New Bern.

The Rev. Gary Noteboom gave his report for the Upper Cape Fear Deanery. He stated that they are getting ready for convention. They will have their pre-convention meeting on January 31 with Canon Craig.

Ms. Carol Taylor gave her report for youth. She stated that the Winterlight Conference at Kanuga was attended by the largest group ever. Mr. Penn Perry coordinated the conference. She announced that tomorrow they will have their Diocesan Youth Celebration at St. Paul's, Wilmington. They have approximately 275 registered and Cookie Cantwell will be the keynoter.

Bishop Daniel said that the youth ministry in the Diocese of East Carolina is premiere in the nation. He thanked Carol Taylor for her leadership. Also, he gave thanks for the Youth Task Force, who helps Carol keep the diocese's youth ministry on the cutting edge.

Mrs. Missie Harrell, St. Paul's, Edenton, was introduced to the council

to discuss the Youth Task Force. She stated that there are five members on the Task Force which include herself, Vickie Peterson, Cookie Cantwell, Lisa Shaw and Richard Peterson. They met with Bishop Daniel last summer to ask questions and share concerns. The group designed a questionnaire that was distributed through the deaneries by the deans. The task force has worked with adults who are involved in youth ministry. They have found that there has been a gradual increase in numbers; however, they need more adults (lay and clergy) to work with youth. She explained that they are still excited and their goal is to continue to be enthusiastic. They have found a consultant, Luther Kramer. His fee is \$2500 and she asked the council for permission to find funds and proceed. Bishop Daniel recommended that they send a request to the Foundation with the recommendation of the Executive Council. The Rev. Vic Frederiksen moved the recommendation, it was seconded and passed.

Dr. Allen Hornthal presented the 1999 Proposed Budget. He stated that the Finance Committee feels the diocese is in a crisis with Stewardship. The 1999 Proposed Budget was received. There was discussion about the cut to Missionary Outreach, that there should be a team to educate vestries before they do their parish budget. The council then discussed stewardship. The Finance Committee recommended communication with parish prior to the diocesan convention and ask each parish to revisit its pledge. It was moved to accept with

regrets the proposed budget, it was seconded and passed.

Bishop Daniel thanked the outgoing members.

There being no further business the meeting was adjourned.

Respectfully submitted,

Jimi Paderick
Secretary

FINANCIAL REPORTS

Diocese of East Carolina 1998 Pledge to Actual Comparison

Location	Parish	19 98		DIF
		PLEDGE	PAID	FER
1 Ahoskie	St. Thomas	19,800	14,850	(4,950)
2 Aurora	Holy Cross	600	600	0
3 Bath	St. Thomas'	19,700	19,700	0
4 Beaufort	St. Paul's	46,200	46,200	0
5 Belhaven	St. James	5,000	5,000	0
6 Belhaven	St. Mary's	1,500	0	(1,500)
7 Bogue Banks	St. Francis	6,000	6,000	0
8 Burgaw	St. Mary's	3,735	3,735	0
9 Chocowinity	Trinity	6,413	6,413	0
10 Clinton	St. Paul's	3,550	4,000	450
11 Columbia	St. Andrew's	2,208	2,208	0
12 Creswell	Christ	1,100	800	(300)
13 Creswell	Galilee	340	450	110
14 Edenton	St. John's	925	925	0
15 Edenton	St. Paul's	31,500	32,300	800
16 Elizabeth City	Christ Church	31,850	7,963	(23,887)
17 Elizabethtown	St. Christopher's	5,626	5,628	2
18 Engelhard	St. George's	3,600	3,600	0
19 Farmville	Emmanuel	3,812	3,813	1
20 Fayetteville	Good Shepherd	3,230	3,230	0
21 Fayetteville	Holy Trinity	65,240	67,664	2,424
22 Fayetteville	St. John's	75,000	75,000	0
23 Fayetteville	St. Joseph's	3,500	3,200	(300)
24 Fayetteville	St. Paul's	3,300	3,441	141
25 Gatesville	St. Mary's	2,250	1,688	(562)
26 Goldsboro	St. Andrew's	2,300	2,300	0
27 Goldsboro	St. Francis	12,250	12,250	0
28 Goldsboro	St. Stephen's	36,000	36,000	0
29 Greenville	St. Pauls	96,000	96,000	0
30 Greenville	St. Timothy's	25,434	28,972	3,538
31 Grifton	St. John's/St. Mark	4,600	4,600	0
32 Hampstead	Holy Trinity	8,530	8,818	288
33 Havelock	St. Christopher's	1,500	1,500	0
34 Hertford	Holy Trinity	10,800	10,800	0
35 Hope Mills	Christ Church	6,000	4,500	(1,500)
36 Jacksonville	St. Anne's	32,240	32,240	0
37 Kinston	Holy Innocents	6,900	6,900	0
38 Kinston	St. Augustine's	2,600	2,808	208
39 Kinston	St. Mary's	58,000	58,000	0
40 Lumberton	Trinity Church	27,000	27,000	0
41 Morehead City	St. Andrew's	20,816	20,816	0
42 Nags Head	St. Andrew's	39,000	39,000	0
43 New Bern	Christ Church	139,940	139,940	0
44 New Bern	St. Cyprian's	5,800	5,800	0
45 Northwest/Riegelwood	All Souls	1,800	1,800	0
46 Oriental	St. Thomas'	9,500	9,000	(500)
47 Plymouth	Grace Church	3,740	2,490	(1,250)
48 Roper	St. Luke's/Anne's	3,000	3,000	0
49 Roxobel	St. Mark's	500	450	(50)
50 Shallotte	St. James	7,140	7,500	360

Diocese of East Carolina 1998 Pledge to Actual Comparison

Location	Parish	19 98		DIF
		PLEDGE	PAID	FER
51 Southern Shores	All Saints	5,000	7,251	2,251
52 Southport	St. Philip's	15,638	17,888	2,250
53 Sunbury	St. Peter's	2,400	2,475	75
54 Swansboro	St. Peter's	7,500	7,500	0
55 Thomas Landing/Holly	St. Philip's	900	930	30
56 Trenton	Grace Church	600	600	0
57 Vanceboro	St. Paul's	2,000	2,004	4
58 Washington	St. Paul's	1,000	3,025	2,025
59 Washington	St. Peter's	51,500	51,900	400
60 Washington	Zion Church	3,000	3,000	0
61 Whiteville	Grace Church	5,400	5,400	0
62 Williamston	Church Advent	27,250	27,250	0
63 Wilmington	Church Servant	5,640	2,011	(3,629)
64 Wilmington	Good Shepherd	6,000	6,780	780
65 Wilmington	St. Andrew's	34,820	35,519	699
66 Wilmington	St. James	92,000	92,000	0
67 Wilmington	St. John's	62,505	62,505	0
68 Wilmington	St. Mark's	3,500	3,500	0
69 Wilmington	St. Paul's	17,000	17,000	0
70 Windsor	St. Thomas	15,066	15,245	179
71 Woodville	Grace Church	2,750	2,750	0
72 Yeatsville	San Mateo	300	0	(300)
		1,269,138	1,247,425	21,713

Diocese of East Carolina 1999 Adjusted Pledges

Location	Parish	1998	1999	PRE-	POST-	1999	Total
		Pledge	Pledge	Convention Inc+/Dec()	Increase	ADJ PLDG	Inc+/Dec()
1 Ahoskie	St. Thomas	19,800	19,800	0		19,800	0
2 Aurora	Holy Cross	600	600	0		600	0
3 Bath	St. Thomas'	19,700	8,750	(10,950)		8,750	(10,950)
4 Beaufort	St. Paul's	46,200	50,000	3,800	2,160	52,160	5,960
5 Belhaven	St. James	5,000	5,000	0		5,000	0
6 Belhaven	St. Mary's	1,500	0	(1,500)		0	(1,500)
7 Bogue Banks	St. Francis	6,000	6,800	800		6,800	800
8 Burgaw	St. Mary's	3,735	3,922	187	578	4,500	765
9 Chocowinity	Trinity	6,413	6,500	87	650	7,150	737
10 Clinton	St. Paul's	3,550	4,250	700		4,250	700
11 Columbia	St. Andrew's	2,208	2,208	0		2,208	0
12 Creswell	Christ	800	800	0		800	0
15 Edenton	St. Paul's	31,500	33,000	1,500		33,000	1,500
14 Edenton	St. John's	925	925	0		925	0
16 Elizabeth City	Christ Church	31,850	20,000	(11,850)		20,000	(11,850)
17 Elizabethtown	St. Christopher's	5,626	7,534	1,908		7,534	1,908
18 Engelhard	St. George's	3,600	3,700	100		3,700	100
19 Farmville	Emmanuel	3,812	4,200	388	300	4,500	688
20 Fayetteville	Good Shepherd	3,230	3,285	55		3,285	55
21 Fayetteville	Holy Trinity	65,240	50,000	(15,240)		50,000	(15,240)
22 Fayetteville	St. John's	75,000	76,000	1,000	2,000	78,000	3,000
24 Fayetteville	St. Paul's	3,300	4,816	1,516		4,816	1,516
23 Fayetteville	St. Joseph's	3,500	3,300	(200)		3,300	(200)
25 Gatesville	St. Mary's	2,250	2,250	0		2,250	0
27 Goldsboro	St. Francis	12,250	12,173	(77)		12,173	(77)
28 Goldsboro	St. Stephen's	36,000	37,000	1,000		37,000	1,000
26 Goldsboro	St. Andrew's	2,300	2,300	0		2,300	0
29 Greenville	St. Pauls	96,000	100,000	4,000		100,000	4,000
30 Greenville	St. Timothy's	25,434	29,589	4,155		29,589	4,155
31 Grifton	St. John's/St. Mark's	4,600	4,600	0	50	4,650	50
32 Hampstead	Holy Trinity	8,530	8,530	0	10	8,540	10
33 Havelock	St. Christopher's	1,500	1,500	0		1,500	0
34 Hertford	Holy Trinity	10,800	4,000	(6,800)		4,000	(6,800)
35 Hope Mills	Christ Church	6,000	6,600	600		6,600	600
36 Jacksonville	St. Anne's	32,240	34,984	2,744		34,984	2,744
37 Kinston	Holy Innocents	6,900	6,900	0		6,900	0
38 Kinston	St. Augustine's	2,600	2,700	100		2,700	100
39 Kinston	St. Mary's	58,000	58,000	0	2,900	60,900	2,900
40 Lake Phelps	Galilee	340	340	0		340	0
41 Lumberton	Trinity Church	27,000	20,000	(7,000)		20,000	(7,000)
42 Morehead City	St. Andrew's	20,816	26,237	5,421		26,237	5,421
43 Nags Head	St. Andrew's	39,000	41,000	2,000	2,000	43,000	4,000
44 New Bern	Christ Church	139,940	148,000	8,060		148,000	8,060
45 New Bern	St. Cyprian's	5,800	6,000	200		6,000	200
46 Northwest/Riegelwood	All Souls	1,800	2,000	200		2,000	200
47 Oriental	St. Thomas'	9,500	12,010	2,510		12,010	2,510
48 Plymouth	Grace Church	3,740	3,800	60		3,800	60
49 Roper	St. Luke's/Anne's	3,000	3,700	700		3,700	700
50 Roxobel	St. Mark's	500	500	0		500	0

Diocese of East Carolina 1999 Adjusted Pledges

<u>Location</u>	<u>Parish</u>	<u>1998 Pledge</u>	<u>1999 Pledge</u>	<u>PRE- Convention Inc+/Dec()</u>	<u>POST- Increase</u>	<u>1999 ADJ PLDG</u>	<u>Total Inc+/Dec()</u>
51 Shallotte	St. James	7,140	10,000	2,860		10,000	2,860
52 Southern Shores	All Saints	5,000	8,000	3,000	3,000	11,000	6,000
53 Southport	St. Philip's	15,638	17,854	2,216	1,785	19,639	4,001
54 Sunbury	St. Peter's	2,400	2,970	570		2,970	570
55 Swansboro	St. Peter's	7,500	9,000	1,500		9,000	1,500
56 Thomas Landing/Holly	St. Philip's	900	930	30		930	30
57 Trenton	Grace Church	600	600	0		600	0
58 Vanceboro	St. Paul's	2,000	1,200	(800)		1,200	(800)
59 Washington	St. Paul's	1,000	500	(500)		500	(500)
60 Washington	St. Peter's	51,500	52,000	500		52,000	500
61 Washington	Zion Church	3,000	3,600	600	1,400	5,000	2,000
62 Whiteville	Grace Church	5,400	5,700	300	120	5,820	420
63 Williamston	Church Advent	27,250	28,000	750		28,000	750
64 Wilmington	Church Servant	6,000	12,210	6,210		12,210	6,210
65 Wilmington	Good Shepherd	5,640	6,000	360	300	6,300	660
66 Wilmington	St. Andrew's	34,820	41,439	6,619		41,439	6,619
67 Wilmington	St. James	92,000	92,000	0		92,000	0
68 Wilmington	St. John's	62,505	41,900	(20,605)	20,000	61,900	(605)
69 Wilmington	St. Mark's	3,500	3,500	0		3,500	0
70 Wilmington	St. Paul's	17,000	17,000	0	2,000	19,000	2,000
71 Windsor	St. Thomas	15,066	13,495	(1,571)		13,495	(1,571)
72 Woodville	Grace Church	2,750	1,800	(950)		1,800	(950)
73 Yeatsville	San Mateo	0	600	600		600	600
Anonymous Gift (not to be counted in church pledge)					5,000	5,000	
		1,268,538	1,260,401	(8,137)	44,253	1,304,654	31,116

**CREATIVE CHRISTIAN STEWARDSHIP GRANTS
MAY 19, 1998**

	<u>Asking</u>	<u>Proposed</u>	<u>Granted</u>
Bath Community Center	\$ 8,350	\$10,000	\$10,000
Providence Home	\$10,000	\$10,000	\$10,000
Sampson Crisis Center	\$ 3,000	\$ 5,000	\$ 5,000
Albemarle Hopeline	\$10,000	\$10,000	\$10,000
The Women's Center of Fayetteville	\$ 3,000	\$ 3,000	\$ 3,000
New Beginnings	<u>\$ 2,000</u> \$36,350	<u>\$ 2,000</u> \$40,000	<u>\$ 2,000</u> \$40,000
Bishop's Discretionary Fund in the case of an emergency before the next granting session. If no emergency, funds will be added to next granting session.		<u>\$10,000</u> \$50,000	<u>\$10,000</u> \$50,000

Available funds: \$50,000

**CREATIVE CHRISTIAN STEWARDSHIP GRANTS
OCTOBER 23, 1998**

	<u>Requested</u>	<u>Proposed</u>	<u>Actual</u>
The Episcopal Hispanic Ministry	\$ 5,000	\$ 5,000	\$ 5,000
HOPE Clinic	\$12,000	\$ 12,000	\$12,000
Eagles Wings	\$10,000	\$ 10,000	\$10,000
MERCI Clinic, Inc.	\$ 6,000	\$ 6,000	\$ 6,000
Greenville Community Shelters	\$ 6,000	\$ 6,000	\$ 6,000
Albemarle Manna Food Bank	<u>\$ 9,760</u>	<u>\$ 9,760</u>	<u>\$ 9,750</u>
	\$ 48,760	\$48,760	\$48,760
Bishop's Discretionary Fund		<u>\$ 1,240</u>	<u>\$ 1,240</u>
		\$50,000	\$50,000

INCOME	1998 BUDGETED	1998 ACTUAL	1999 ESTIMATED	1999 PROPOSED	0%
BAL. BROUGHT FORWARD		15,287	6,000	6,000	
PLEDGES	4,825	1,241,921	1,250,900	1,294,900 *	
PLEDGES RECEIVED AFTER 12/31	1,293,000	7,419	7,500	7,500	
FOUNDATION	10,000	340,550	337,500	377,500	
PRICE-NOE FOUNDATION	342,500	5,000	5,000	5,000	
CREATIVE CHRISTIAN STEWARDSHIP	5,000	100,000	100,000	60,000	
TRUSTEES	100,000	4,000	4,000	4,000	
CROSSCURRENT SUBSCRIPTION	4,000	210	200	200	
CHECKING ACCOUNT INTEREST	300	749	800	800	
	1,000				
TOTALS	1,760,625	1,715,136	1,711,900	1,755,900	100%

*\$44,000 in additional pledges were received after Annual Convention.

DIOCESE OF EAST CAROLINA
1999 BUDGET

EXPENDITURES	1998 BUDGETED	1998 ACTUAL	1999 ASKING	1999 PROPOSED	0%
I. MISSION OUTSIDE THE DIOCESE					
ANGELICAN COMMUNION					
LAMBETH TRAVEL	1,000	1,000	1,000	1,000	
NATIONAL CHURCH					
GENERAL CHURCH PROGRAM	287,700	287,700	289,113	289,113	
GENERAL CONVENTION DEPUTIES	7,000	7,000	7,000	7,000	
SYNOD QUOTA	2,065	2,065	2,581	2,581	
TOTAL	296,765	296,765	298,694	298,694	
INSTITUTIONS					
KANUGA	1,000	1,000	1,000	500	
THOMPSON'S CHILDREN HOME	7,500	7,500	7,500	3,750	
ST. MARY'S SCHOOL	7,000	7,000	7,000	3,500	
ST. AUGUSTINE'S COLLEGE	7,000	7,000	7,000	3,500	
SEWANEE-UNIVERSITY OF THE SOUTH	1,000	1,000	1,000	500	
NC COUNCIL OF CHURCHES	3,000	3,000	3,000	1,500	
EPISCOPAL RADIO/TV FOUNDATION	1,200	1,200	1,200	600	
TOTAL	27,700	27,700	27,700	13,850	
MISSIONARY OUTREACH - DEPARTMENT OF DIOCESAN MISSIONARY OUTREACH					
ALBEMARLE MANNA	15,000	15,000			
COLLEGE WORK	35,700	35,700			
COMPANION DIOCESE	3,400	2,475			
ECUMENICAL RELATIONS	0	632			
EPISCOPAL FARMWORKERS MINISTRY	62,000	62,128			
GOOD SHEPHERD HOUSE	37,600	37,600			
PRISON COMMISSION	4,700	4,402			
SAN MATEO	81,000	81,000			
SHEPHERD'S STAFF	14,000	10,750			
INTERFAITH REFUGEE MINISTRY	13,000	11,995			
TOTAL	266,400	261,682	305,230	291,400	

1999 BUDGET

EXPENDITURES	1998 BUDGETED	1998 ACTUAL	1999 ASKING	1999 PROPOSED	0%
HISPANIC MINISTRY	0	0	77,268	20,000	
AIDS MINISTRY	1,600	1,283	1,600	1,500	
CREATIVE STEWARDSHIP OUTSIDE (85%)	85,000	85,000	85,000	2,000 51,000 (85% of \$60,000)	
TOTAL OUTSIDE	678,465	673,430	796,492	679,444	39%

II. DIOCESAN MINISTRY AND PROGRAM

YOUTH

YOUTH COORDINATOR					
SALARY	38,010	38,010	38,770	39,150	
TRAVEL	4,000	4,000	4,000		
PENSION	3,420	3,420	3,490	3,524	
YOUTH COMMISSION	9,000	11,324	12,000		
CAMP TRINITY SUMMER PROGRAM	18,000	18,000	23,000		
CAMP/YOUTH SUPPORT STAFF	4,607	4,607	4,700	4,745	
TOTAL	77,037	79,361	85,960	81,918	

TRAINING FOR MINISTRY

COMMISSION ON MINISTRY	2,200	1,929	2,200		
DEACON FORMATION	4,000	1,648	2,000		
SEMINARIANS-THEO EDUCATION	18,000	17,854	25,000		
CONTINUING EDUCATION-CLERGY	6,000	6,376	6,500		
SEXUAL MISCONDUCT PREVENTION	500	19	100		
TOTAL	30,700	27,826	35,800	30,800	

**DIOCESE OF EAST CAROLINA
1999 BUDGET**

EXPENDITURES	1998 BUDGETED	1998 ACTUAL	1999 ASKING	1999 PROPOSED	0%
DEPARTMENT OF CONGREGATIONS AND DEVELOPMENT					
GRANTS TO CHURCHES	68,800	69,624	59,500		
PERCEPT	0	0	13,500	Request from Foundation	
PARISH DEVELOPMENT/RENEWAL	6,200	3,100	6,250		
PARISH SUPPORT/CONSULTATION	4,000	4,060	4,250		
TOTAL	79,000	76,784	83,500	70,000	
DEPARTMENT OF CHRISTIAN EDUCATION					
CHRISTIAN EDUCATION	1,000	212	5,000		
EVANGELISM	0	100	100		
SPIRITUAL RESOURCE COMMISSION	5,000	5,734	8,000		
HUNGER, JUSTICE, & PEACE	0	0	1,000		
EDUCATION FOR MINISTRY	2,500	1,660	2,500		
DOCC CONFERENCE	2,500	408	0		
TOTAL	11,000	8,114	16,600	11,600	
DEPARTMENT OF COMMUNICATION					
CHAIR-SALARY	23,037	23,037	23,500	23,728	
PENSION	2,073	2,534	2,590	2,610	
CONTRIBUTING WRITERS' FEE	1,250	977	2,000		
EXPENSES & PHOTOS	750	235	220		
PUBLICATION COSTS	38,000	36,709	44,661		
OFFICE EQUIPMENT & EXPENSES	3,500	1,664	2,000		
CONFERENCES & PUBLICATION	2,375	388	2,360		
SATELLITE SITE & EQUIPMENT	275	0	0		
ADVERTISING	3,000	0	10,000		
WEBSITE	0	0	500		
BROCHURE	625	0	600		
STEWARDSHIP MAILING	3,500	0	0		
TOTAL	78,385	65,544	88,431	73,967	
DIOCESAN RESOURCE CENTER					
	5,000	4,300	4,000	4,000	
DEPARTMENT OF STEWARDSHIP					
	3,950	2,316	1,650	1,500	

DIOCESE OF EAST CAROLINA
 1999 BUDGET

EXPENDITURES	1998 BUDGETED	1998 ACTUAL	1999 ASKING	1999 PROPOSED	0%
CREATIVE CHRISTIAN STEWARDSHIP INSIDE (15%)	15,000	15,000	15,000	9,000 (15% of \$60,000)	
DIOCESAN CONVENTION					
ANNUAL CONVENTION	22,000	26,354	30,000	29,000	
BISHOP'S INSTALLATION	2,500	2,500	0	0	
TOTAL	24,500	28,854	30,000	29,000	
CONSULTING COMMITTEE COMMITTEE EXPENSES	500	51	500	0	
TOTAL INSIDE	325,072	308,150	361,441	311,785	18%

III. THE EPISCOPATE AND DIOCESAN OFFICE

BISHOP					
SALARY	70,000	70,000	71,400	72,100	
HOUSING	16,578	16,578	16,910	17,075	
UTILITIES	3,327	3,327	3,395	3,427	
TRAVEL	20,829	20,829	21,245	21,454	
SOCIAL SECURITY ALLOWANCE	6,495	6,495	6,625	6,690	
PENSION PREMIUM	17,352	17,509	17,860	18,034	
TOTAL	134,581	134,738	137,435	138,780	
CANON TO THE ORDINARY					
SALARY	37,500	37,500	38,250	38,625	
HOUSING	14,140	14,140	14,423	14,564	
UTILITIES	2,400	2,400	2,450	2,472	
TRAVEL	7,700	7,700	7,855	7,931	
SOCIAL SECURITY ALLOWANCE	4,100	4,100	4,182	4,223	
PENSION PREMIUM	9,600	10,394	10,601	10,706	
ANNUITY	3,100	3,600	3,600	3,600	
TOTAL	78,540	79,834	81,361	82,121	

**DIOCESE OF EAST CAROLINA
1999 BUDGET**

EXPENDITURES	1998 BUDGETED	1998 ACTUAL	1999 ASKING	1999 PROPOSED	0%
ASS'T FOR DEPLOYMENT					
SALARY	14,000	14,000	14,280	14,420	
TRAVEL & LODGING	6,000	6,975	7,000	7,000	
CONT'D EDUCATION	500	250	250	250	
DEPLOYMENT EXPENSES	1,500	643	300	300	
TOTAL	22,000	21,868	21,830	21,970	
EPISCOPAL ASSISTANCE					
STIPEND	500	0	500	500	
ADMINISTRATION					
ADMINISTRATIVE ASSISTANT					
SALARY	46,417	46,417	47,345	47,810	
PENSION	3,250	4,177	4,260	4,303	
TOTAL	49,667	50,594	51,605	52,112	
OFFICE STAFF					
SALARIES	73,000	73,457	75,500	75,500	
PAYROLL TAXES	25,000	24,180	26,000	26,000	
HEALTH & LIFE INSURANCE	70,000	70,513	75,000	65,000	
HEALTH INSURANCE ASSISTANCE	1,000	1,484	1,500	1,500	
PENSIONS & BENEFITS	11,000	10,934	12,000	12,000	
CONT'D EDUCATION-OFFICE	1,000	1,218	1,500	1,500	
TOTAL	181,000	181,786	191,500	181,500	

EXPENDITURES	1998 BUDGETED	1998 ACTUAL	1999 ASKING	1999 PROPOSED	0%
OFFICE EXPENSES					
POSTAGE & PRINTING	19,000	20,169	21,000	21,000	
TELEPHONE	18,000	19,545	20,000	20,000	
UTILITIES	10,000	9,003	9,000	9,000	
JANITORIAL SERVICES	7,000	7,088	7,000	7,210	
YARD SERVICE	1,500	1,938	2,000	2,000	
COMPUTER EXPENSES	3,500	3,551	3,500	3,500	
HOSPITALITY	5,500	5,576	6,000	5,500	
DUES & PUBLICATIONS	1,700	2,247	2,200	1,700	
OFFICE SUPPLIES	13,000	13,644	13,500	13,527	
MISC/MILEAGE	2,700	3,728	3,700	3,200	
COMPUTER UPGRADES	3,300	3,343	3,500	3,000	
OFFICE EQUIPMENT	8,000	6,726	7,000	6,000	
TOTAL	93,200	96,558	98,400	95,637	
DIOCESAN OFFICE					
DEDICATION OF DIOCESAN HOUSE	2,500	1,909	0	0	
MAINTENANCE	13,000	13,000	13,000	0	
HISTORIAN/ARCHIVES	1,150	794	1,200	1,200	
AUDIT EXPENSE	10,000	11,030	12,000	11,000	
DIOCESAN INSURANCE	25,000	28,708	29,000	27,000	
TOTAL	51,650	55,441	55,200	39,200	0
TRAVEL & LODGING					
NATIONAL, PROVINCIAL MTGS	2,000	2,604	3,000	2,500	
CLERGY/PARISH SUPPORT					
GRAHAM CAPITAL IMPROVEMENT	8,500	7,723	8,500	8,500	
WARDENS' CONFERENCE	1,500	1,251	1,300	1,300	
NEEDS/GOALS CONFERENCE	0	250	1,300	1,300	
MOVING MISSION CLERGY	8,000	373	8,000	4,000	
CLERGY CONFERENCE	5,500	7,376	9,500	5,500	
LITURGICAL COMMISSION	7,200	5,669	6,500	6,000	
SCHOLA SCHOLARSHIP	5,000	5,000	0	0	
HLTH & LF INSURANCE-MISSION CLERG	58,000	82,581	78,000	75,500	
MEDICARE SUPPLEMENT	48,000	45,208	48,000	48,000	
FAX MACHINES	1,500	540	1,000	0	
TOTAL	143,200	155,971	162,100	150,100	

DIOCESE OF EAST CAROLINA

1999 BUDGET

EXPENDITURES	1998	1998	1999	1999
		BUDGETED	ACTUAL	ASKING
				0%
				PROPOSED

**EXECUTIVE COUNCIL
MEETING EXPENSES**

TOTAL EPISCOPATE	757,088	780,139	803,681	764,671	0
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I. MISSION OUTSIDE THE DIOCESE	678,465	673,430	796,492	679,444	39%
II. DIOCESAN MINISTRY & PROGRAM	325,072	308,150	361,441	311,785	18%
III. THE BISHOP & DIOCESAN OFFICE	757,088	780,139	803,681	764,671	44%
	1,760,625	1,761,719	1,961,614	1,755,900	100%

TOTAL INSIDE GIVING	1,082,160	1,088,289	1,165,122	1,076,456	61%
TOTAL OUTSIDE GIVING	678,465	673,430	796,492	679,444	39%
BUDGET TOTAL	1,760,625	1,761,719	1,961,614	1,755,900	100%

DIFFERENCE	0	(46,583)	(249,714)	0
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**THE EPISCOPAL FOUNDATION OF THE DIOCESE
OF EAST CAROLINA, INCORPORATED**

**DESCRIPTION OF FUNDS
1998**

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded or used. On June 30, 1986, \$58,390.28 of this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-98	\$5,780.74
Value 12-31-98	\$6,328.24

LOUIS W. ALSTON FUND

Bequest of Dr. Louis Altson (1960) to the Trustees of the Diocese. Value when received \$793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-98	\$3,375,959.56
Value 12-31-98	\$3,695,694.58

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received was \$49,827.54. Income unrestricted. Principal may be invaded or used. Addition of Fanny Curtis Fund in 1988.

Value 01-01-98	\$138,516.22
Value 12-31-98	\$145,381.02

EDWARD M. FORBES FUND

Bequest of The Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received \$54,446.38. Annual income divided as follows: \$250 plus 1/4 of excess over \$575 to Missionaries within Diocese; \$150 plus 1/4 excess over \$575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); \$25 plus 1/4 of excess over \$575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and \$150 plus 1/4 excess over \$575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-98	\$174,066.32
Value 12-31-98	\$182,693.13

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) \$78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-98	\$215,599.07
Value 12-31-98	\$226,284.25

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenan Foundation (1976) to the Trustees of the Diocese. Value when received \$60,647.25. Additions made to date \$297,205.32. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, \$240,853.95 was disbursed in Camp and Conference Center. Additions of \$55,000 were received annually until 1990.

Value 01-01-98	\$521,547.53
Value 12-31-98	\$547,395.61

MARVIN-GILES MURCHISON FUND

Gifts of Mrs. Lucile Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees \$75,030.00. Value when transferred to the Foundation \$644,391.40. 1993 addition, from the Lucile Murchison Marvin Foundation, \$25,000. Principal may be invaded or used after December 5, 1993.

Value 01-01-98	\$168,643.14
Value 12-31-98	\$177,001.19

LUCILE M. MARVIN FUND

Gift of Mrs. Lucile M. Marvin (1962) to the Diocese. Value when received \$14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-98	\$21,019.76
Value 12-31-98	\$22,061.52

WALTER R. MARVIN FUND

Bequest of Mrs. Lucile Murchison Marvin (1986) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received \$25,000.00. 1993 addition, from the Lucile Murchison Marvin Foundation, \$25,000. Principal may be invaded or used after December 5, 1983

Value 01-01-98	\$87,355.48
Value 12-31-98	\$91,684.86

PRICE-NOE MEMORIAL FUND

Bequest in the joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) \$944,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year. 1998 addition, \$910.11.

Value 01-01-98	\$446,750.36
Additions	<u>910.11</u>
	\$447,660.47
Value 12-31-98	\$530,153.57

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) \$10,642.85. Income for theological education.

Value 01-01-98	\$36,512.46
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Value 12-31-98	\$38,322.07
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BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received \$4,969.99. Income for missionary work in the Diocese.

Value 01-01-98	\$12,957.07
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Value 12-31-98	\$13,599.26
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CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) \$8,471.52. Income accumulated during the life of Mrs. Thompson and thereafter used for expenses of St. Gabriels's, Faison. If St. Gabriel's is closed or no longer operates as a mission or church, income unrestricted.

Value 01-01-98	\$34,163.26
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Value 12-31-98	\$35,856.43
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BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when received \$19,992.21. Income for the support of the Episcopate.

Value 01-01-98	\$28,527.13
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Value 12-31-98	\$29,940.97
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ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received \$23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-98	\$67,606.46
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Value 12-31-98	\$70,957.09
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LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value when received \$49,051.09

Value 01-01-98	\$123,245.41
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Value 12-31-98	\$129,353.52
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CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in 1979 with value when received \$40,000.00

Value 01-01-98	\$111,605.73
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Value 12-31-98	\$126,503.52
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WILL G. GAITHER FUND

Bequest of Mr. Will B. Gaither of Elizabeth City to Foundation in 1979. Value when received \$50,000.00. Income restricted.

Value 01-01-98	\$134,492.46
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Value 12-31-98	\$141,157.97
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WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Principal may be invaded or used for this purpose. Value when received \$119,898.31.

Value 01-01-98 \$571,848.69

Value 12-31-98 \$648,182.42

WINSLOW MERRICK FUND

Bequest of Winslow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for the operation of the Church. Stock sold 9-9-82 and \$11,853.77 sent to Foundation for investment.

Value 01-01-98 \$26,777.96

Value 12-31-98 \$28,105.11

BISHOP WRIGHT FUND

Gift of the Lucile Murchison Marvin Foundation to Foundation in December 1993 in thanksgiving for the ministry of the Rt. Rev. Thomas Henry Wright, Bishop of East Carolina. No restrictions. Value when received \$10,000.00.

Value 01-01-98 \$14,306.34

Value 12-31-98 \$15,015.41

PARISH INVESTMENT FUNDS

Holy Innocents Church, Avoca (St. Thomas, Windsor)
St. Timothy, Greenville Church Fund
Helen Madre Memorial Fund (St. Thomas, Windsor)
St. Anne's, Jacksonville
David R. Ray (Holy Trinity, Fayetteville)
Rosalie Calvert (Holy Trinity, Fayetteville)
Melissa Gardner (Holy Trinity, Fayetteville)
Dr. Robert King (Holy Trinity, Fayetteville)
Perpetual Garden (Holy Trinity, Fayetteville)
White Bequest
St. Andrew's by-the-Sea, Nags Head
Holy Trinity Endowment (Holy Trinity, Fayetteville)

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ACTIVITY SUMMARY FOR
PARTICIPATING
FUND

BEGINNING
BALANCE

ADDITIONS

INCOME

INCOME
PAID

GAIN/ LOSS

WITHDRAWALS

FUND
TRANSFERS

ENDING
BALANCE

001 GENERAL FUND

GROWTH FUND
MARKET VALUE

5,780.74

139.68

32.96

32.96-

359.97

123.17-

.00

6,157.22

TOTAL ALL FUNDS
MARKET VALUE

5,780.74

139.68

32.96

32.96-

359.97

123.17-

00

6,157.22

002 LOUIS W ALSTON FUND

GROWTH FUND
MARKET VALUE

3,375,959.56

81,572.81

19,248.89

19,248.89-

210,222.10

71,931.80-

00

3,595,822.67

TOTAL ALL FUNDS
MARKET VALUE

3,375,959.56

81,572.81

19,248.89

19,248.89-

210,222.10

71,931.80-

.00

3,595,822.67

003 CURTIS- MURCHISON FUND

GROWTH FUND
MARKET VALUE

132,803.34

3,208.91

757.21

757.21-

8,269.70

2,829.64-

.00

141,452.31

TOTAL ALL FUNDS
MARKET VALUE

132,803.34

3,208.91

757.21

757.21-

8,269.70

2,829.64-

.00

141,452.31

004 EDWARD FORBES FUND

GROWTH FUND
MARKET VALUE

166,887.35

4,032.47

951.55

951.55-

10,392.13

3,555.87-

.00

177,756.08

TOTAL ALL FUNDS
MARKET VALUE

166,887.35

4,032.47

951.55

951.55-

10,392.13

3,555.87-

.00

177,756.08

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
005 GRAHAM BLDG. FUND								
GROWTH FUND								
MARKET VALUE	206,707.18	4,994.63	1,178.59	1,178.59	12,871.72	4,404.31	.00	220,169.22
TOTAL ALL FUNDS								
MARKET VALUE	206,707.18	4,994.63	1,178.59	1,178.59	12,871.72	4,404.31	.00	220,169.22
006 SARAH G KEMAN FUND								
GROWTH FUND								
MARKET VALUE	500,037.49	12,082.33	2,851.09	2,851.09	31,137.50	10,654.31	.00	532,603.01
TOTAL ALL FUNDS								
MARKET VALUE	500,037.49	12,082.33	2,851.09	2,851.09	31,137.50	10,654.31	.00	532,603.01
007 MARVIN-GILES -PURCHISO								
GROWTH FUND								
MARKET VALUE	161,687.84	3,906.84	921.91	921.91	10,068.36	3,445.08	.00	172,217.96
TOTAL ALL FUNDS								
MARKET VALUE	161,687.84	3,906.84	921.91	921.91	10,068.36	3,445.08	.00	172,217.96
008 LUCILE H MARVIN FUND								
GROWTH FUND								
MARKET VALUE	20,152.85	486.95	114.91	114.91	1,254.93	429.39	.00	21,465.34
TOTAL ALL FUNDS								
MARKET VALUE	20,152.85	486.95	114.91	114.91	1,254.93	429.39	.00	21,465.34

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
009 WALTER R. MARVIN FD GROWTH FUND MARKET VALUE	83,752.71	2,023.70	477.54	477.54	5,215.31	1,784.52	.00	89,207.20
TOTAL ALL FUNDS	83,752.71	2,023.70	477.54	477.54	5,215.31	1,784.52	.00	89,207.20
010 PRICE-WOE MEN FUND GROWTH FUND MARKET VALUE	483,190.85	11,941.45	2,754.99	2,480.19	30,087.91	10,570.16	.00	514,924.85
TOTAL ALL FUNDS	483,190.85	11,941.45	2,754.99	2,480.19	30,087.91	10,570.16	.00	514,924.85
011 MARY N SMITH FUND GROWTH FUND MARKET VALUE	35,006.59	845.86	199.60	199.60	2,179.87	745.88	.00	37,286.44
TOTAL ALL FUNDS	35,006.59	845.86	199.60	199.60	2,179.87	745.88	.00	37,286.44
012 BISHOP STRANGE FUND GROWTH FUND MARKET VALUE	12,422.70	300.17	70.83	70.83	773.57	264.69	.00	13,231.75
TOTAL ALL FUNDS	12,422.70	300.17	70.83	70.83	773.57	264.69	.00	13,231.75

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
013 CHARLOTTE THOMPSON FD								
GROWTH FUND	32,754.28	791.44	186.76	186.76-	2,039.62	697.89-	.00	34,887.45
MARKET VALUE								
TOTAL ALL FUNDS	32,754.28	791.44	186.76	186.76-	2,039.62	697.89-	.00	34,887.45
MARKET VALUE								
014 BISHOP WATSON FD								
GROWTH FUND	27,350.60	660.87	155.95	155.95-	1,703.13	582.76-	.00	29,131.84
MARKET VALUE								
TOTAL ALL FUNDS	27,350.60	660.87	155.95	155.95-	1,703.13	582.76-	.00	29,131.84
MARKET VALUE								
015 R A WILLIAMS FUND								
GROWTH FUND	64,818.19	1,566.19	369.58	369.58-	4,036.25	1,381.08-	.00	69,039.55
MARKET VALUE								
TOTAL ALL FUNDS	64,818.19	1,566.19	369.58	369.58-	4,036.25	1,381.08-	.00	69,039.55
MARKET VALUE								
016 L&N W LASTINGER MEM F								
GROWTH FUND	118,162.44	2,855.14	673.73	673.73-	7,358.02	2,517.69-	.00	125,857.91
MARKET VALUE								
TOTAL ALL FUNDS	118,162.44	2,855.14	673.73	673.73-	7,358.02	2,517.69-	.00	125,857.91
MARKET VALUE								

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
017 FANNY M CURTIS FUND								
GROWTH FUND								
MARKET VALUE	41,857.77	1,011.40	238.66	238.66	2,606.49	891.86	00	44,583.80
TOTAL ALL FUNDS								
MARKET VALUE	41,857.77	1,011.40	238.66	238.66	2,606.49	891.86	00	44,583.80
018 SMITHSON FUND								
INCOME FUND								
MARKET VALUE	592,962.96	.00	2,374.60	2,374.60	21,544.37	.00	00	614,507.33
TOTAL ALL FUNDS								
MARKET VALUE	592,962.96	.00	2,374.60	2,374.60	21,544.37	.00	00	614,507.33
019 CLERGY FOREIGN TRAVEL								
INCOME FUND								
MARKET VALUE	112,283.90	00	449.66	449.66	4,079.66	.00	00	116,363.56
TOTAL ALL FUNDS								
MARKET VALUE	112,283.90	00	449.66	449.66	4,079.66	.00	00	116,363.56
020 WILL G GAITHER FD								
GROWTH FUND								
MARKET VALUE	128,945.63	3,115.69	735.22	735.22	8,029.48	2,747.44	00	137,343.36
TOTAL ALL FUNDS								
MARKET VALUE	128,945.63	3,115.69	735.22	735.22	8,029.48	2,747.44	.00	137,343.36

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ACTIVITY SUMMARY FOR
PARTICIPATING
FUND

ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
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021 WM & PHYLLIS WALKER F

INCOME FUND	00	2 303.95	20 903.47	00	596.226 95
MARKET VALUE	575 327.48				

★ TOTAL ALL FUNDS ★
MARKET VALUE

2,303.95-	20,903.47	.00	596,226.95
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022 WINSLOW HERRICK FD

GROWTH FUND	620 35	146.38	1,598.70	547.02	00
MARKET VALUE	25,673.57	146.38	1,598.70	547.02	00

TOTAL ALL FUNDS
MARKET VALUE

146.38-	1,598.70	547.02-	00	27,345.60
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023 FLAGLER FUND
GROWTH FUND

130.762.04	3.159.58	745.57	8.142.60	2.786.15	00
139.278.07					00

TOTAL ALL FUNDS
MARKET VALUE

745.57-	8.142 60	2.786.15-	00	139,278 07
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026 HOLY INN CHURCH-AVOCA

GROWTH FUND	5 486 51	132 57	31 28	341 65	115 90-	00	5 843 83
MARKET VALUE							

★TOTAL ALL FUNDS★
MARKET VALUE

31.28-	341 65	116.90-	00	5.843.83
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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
028 BISHOP WRIGHT GROWTH FUND MARKET VALUE	13,716.32	331.43	78.21	78.21	854.12	292.25	.00	14,609.62
TOTAL ALL FUNDS MARKET VALUE	13,716.32	331.43	78.21	78.21	854.12	292.25	.00	14,609.62
029 ST. TIMOTHY GROWTH FUND MARKET VALUE	33,216.07	802.60	189.39	189.39	2,068.37	707.73	.00	35,379.31
TOTAL ALL FUNDS MARKET VALUE	33,216.07	802.60	189.39	189.39	2,068.37	707.73	.00	35,379.31
030 WAVERLY BROADWELL GROWTH FUND MARKET VALUE	230,703.15	5,574.45	1,315.41	1,315.41	14,365.97	4,915.59	.00	245,727.98
TOTAL ALL FUNDS MARKET VALUE	230,703.15	5,574.45	1,315.41	1,315.41	14,365.97	4,915.59	.00	245,727.98
031 HELEN HARDRE MEM FD GROWTH FUND MARKET VALUE	27,999.48	776.55	159.85	159.85	1,745.81	596.58	.00	29,925.26
TOTAL ALL FUNDS MARKET VALUE	27,999.48	776.55	159.85	159.85	1,745.81	596.58	.00	29,925.26

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
032 THERAPEUTIC SUPP CLER								
INCOME FUND								
MARKET VALUE	93,124.29	.00	372.93	372.93	3,383.53	.00	.00	96,507.82
TOTAL ALL FUNDS								
MARKET VALUE	93,124.29	.00	372.93	372.93	3,383.53	.00	.00	96,507.82
033 GERTRUDE S ROSEVEAR								
GROWTH FUND								
MARKET VALUE	313,157.24	7,566.77	1,785.55	1,785.55	19,500.41	6,672.45	.00	333,551.97
TOTAL ALL FUNDS								
MARKET VALUE	313,157.24	7,566.77	1,785.55	1,785.55	19,500.41	6,672.45	.00	333,551.97
036 THURMAN WILLIAMS								
GROWTH FUND								
MARKET VALUE	36,170.01	873.97	206.23	206.23	2,252.32	770.67	.00	38,525.63
TOTAL ALL FUNDS								
MARKET VALUE	36,170.01	873.97	206.23	206.23	2,252.32	770.67	.00	38,525.63
037 DAVID R. RAY FUND								
OTHER CHURCHES								
MARKET VALUE	67,771.32	.00	.00	.00	3,805.13	.00	.00	71,576.45
TOTAL ALL FUNDS								
MARKET VALUE	67,771.32	.00	.00	.00	3,805.13	.00	.00	71,576.45

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ACTIVITY SUMMARY FOR PARTICIPATING FUND					
BEGINNING BALANCE	ADDITIONS	INCOME	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS
					ENDING BALANCE

038 ROSALIE S CALVERT FUND					
OTHER CHURCHES					
MARKET VALUE	106,713.46	.00	5,991.60	.00	112,705.06
TOTAL ALL FUNDS					
MARKET VALUE,	106,713.46	.00	5,991.60	.00	112,705.06

039 MELISSA GARDNER FUND									
OTHER CHURCHES									
MARKET VALUE	22,082.65	.00	.00	1,239.87	.00	.00	.00	23,322.52	
TOTAL ALL FUNDS									
MARKET VALUE	22,082.65	.00	.00	1,239.87	.00	.00	.00	23,322.52	

040 DR. ROBERT KING FUND						
OTHER CHURCHES						
MARKET VALUE	11,329.00	5,027.79	.00	642.36	.00	16,999.15
TOTAL ALL FUNDS						
MARKET VALUE	11,329.00	5,027.79	.00	642.36	.00	16,999.15

041 PERPETUAL GARDEN FUND						
OTHER CHURCHES						
MARKET VALUE	9,982.68	.00	.00	560.49	.00	10,543.17
TOTAL ALL FUNDS						
MARKET VALUE	9,982.68	.00	.00	560.49	.00	10,543.17

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ACTIVITY SUMMARY FOR PARTICIPATING FUND		BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
043 ST ANDREWS BY THE SEA FUND									
OTHER CHURCHES MARKET VALUE		.00	25,766.40	.00	.00	916.24	.00	.00	26,682.64
TOTAL ALL FUNDS		.00	25,766.40	.00	.00	916.24	.00	.00	26,682.64
MARKET VALUE									

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PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
TOTALS FOR 37 RECORDS								
OTHER CHURCHES MARKET VALUE	217,879.11	30,794.19	.00	.00	13,155.69	.00	.00	261,828.99
INCOME FUND MARKET VALUE	1,373,694.63	.00	5,501.14	5,501.14	49,911.03	.00	.00	1,423,605.66
GROWTH FUND MARKET VALUE	6,415,162.50	155,374.80	36,577.84	36,303.04	399,476.01	136,962.88	.00	6,833,325.23
TOTAL ALL FUNDS MARKET VALUE	8,006,736.24	186,168.99	42,078.98	41,804.18	462,542.73	136,962.88	.00	8,518,759.88

NBR OF PARTICIPANTS IN FUNDS

OTHER CHURCHES	6
INCOME FUND	4
GROWTH FUND	27

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
001 GENERAL FUND								
GROWTH FUND	6,157.22	.00	40.73	40.73-	354.25	35.85-	.00	6,475.62
MARKET VALUE								
TOTAL ALL FUNDS	6,157.22	.00	40.73	40.73-	354.25	35.85-	.00	6,475.62
MARKET VALUE								
002 LOUIS WALSTON FUND								
GROWTH FUND	3,595,822.67	.00	23,787.60	23,787.60-	206,883.74	20,940.35-	.00	3,781,766.06
MARKET VALUE								
TOTAL ALL FUNDS	3,595,822.67	.00	23,787.60	23,787.60-	206,883.74	20,940.35-	.00	3,781,766.06
MARKET VALUE								
003 CURTIS- MURCHISON FUND								
GROWTH FUND	141,452.31	.00	935.76	935.76-	8,138.38	823.80-	.00	148,766.89
MARKET VALUE								
TOTAL ALL FUNDS	141,452.31	.00	935.76	935.76-	8,138.38	823.80-	.00	148,766.89
MARKET VALUE								
004 EDWARD FORBES FUND								
GROWTH FUND	177,756.08	.00	1,175.92	1,175.92-	10,227.10	1,035.23-	.00	186,947.95
MARKET VALUE								
TOTAL ALL FUNDS	177,756.08	.00	1,175.92	1,175.92-	10,227.10	1,035.23-	.00	186,947.95
MARKET VALUE								

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
005 GRAHAM BLDG. FUND								
GROWTH FUND	220,169.22	.00	1,456.49	1,456.49-	12,667.32	1,282.25-	.00	231,554.29
MARKET VALUE								
TOTAL ALL FUNDS	220,169.22	.00	1,456.49	1,456.49-	12,667.32	1,282.25-	.00	231,554.29
MARKET VALUE								
006 SARAH G KENAN FUND								
GROWTH FUND	532,603.01	.00	3,523.35	3,523.35-	30,643.03	3,101.84-	.00	560,144.20
MARKET VALUE								
TOTAL ALL FUNDS	532,603.01	.00	3,523.35	3,523.35-	30,643.03	3,101.84-	.00	560,144.20
MARKET VALUE								
007 MARVIN-GILES -MURCHISO								
GROWTH FUND	172,217.96	.00	1,139.28	1,139.28-	9,908.47	1,002.98-	.00	181,123.45
MARKET VALUE								
TOTAL ALL FUNDS	172,217.96	.00	1,139.28	1,139.28-	9,908.47	1,002.98-	.00	181,123.45
MARKET VALUE								
008 LUCILE M MARVIN FUND								
GROWTH FUND	21,465.34	.00	142.00	142.00-	1,235.00	125.01-	.00	22,575.33
MARKET VALUE								
TOTAL ALL FUNDS	21,465.34	.00	142.00	142.00-	1,235.00	125.01-	.00	22,575.33
MARKET VALUE								

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
009 WALTER R MARVIN FD								
GROWTH FUND	89,207.20	.00	590.14	590.14-	5,132.49	519.53-	.00	93,820.16
MARKET VALUE								
TOTAL ALL FUNDS	89,207.20	.00	590.14	590.14-	5,132.49	519.53-	.00	93,820.16
MARKET VALUE								
010 PRICE-NOE MEM FUND								
GROWTH FUND	514,924.85	340.64	3,406.40	3,065.76-	29,625.93	3,339.52-	.00	541,892.54
MARKET VALUE								
TOTAL ALL FUNDS	514,924.85	340.64	3,406.40	3,065.76-	29,625.93	3,339.52-	.00	541,892.54
MARKET VALUE								
011 MARY N SMITH FUND								
GROWTH FUND	37,286.44	.00	246.66	246.66-	2,145.26	217.15-	.00	39,214.55
MARKET VALUE								
TOTAL ALL FUNDS	37,286.44	.00	246.66	246.66-	2,145.26	217.15-	.00	39,214.55
MARKET VALUE								
012 BISHOP STRANGE FUND								
GROWTH FUND	13,231.75	.00	87.53	87.53-	761.28	77.06-	.00	13,915.97
MARKET VALUE								
TOTAL ALL FUNDS	13,231.75	.00	87.53	87.53-	761.28	77.06-	.00	13,915.97
MARKET VALUE								

Activity Summary for Participating Fund		Beginning Balance	Additions	Income	Income Paid	Gain/ Loss	Withdrawals	Fund Transfers	Ending Balance
013 CHARLOTTE THOMPSON FD									
Growth Fund		34,887.45	.00	230.79	230.79-	2,007.23	203.18-	.00	36,691.50
Market Value									
TOTAL ALL FUNDS		34,887.45	.00	230.79	230.79-	2,007.23	203.18-	.00	36,691.50
Market Value									
014 BISHOP WATSON FD									
Growth Fund		29,131.84	.00	192.72	192.72-	1,676.09	169.66-	.00	30,638.27
Market Value									
TOTAL ALL FUNDS		29,131.84	.00	192.72	192.72-	1,676.09	169.66-	.00	30,638.27
Market Value									
015 R A WILLIAMS FUND									
Growth Fund		69,039.55	.00	456.72	456.72-	3,972.16	402.08-	.00	72,609.63
Market Value									
TOTAL ALL FUNDS		69,039.55	.00	456.72	456.72-	3,972.16	402.08-	.00	72,609.63
Market Value									
016 L&N W LASTINGER MEM F									
Growth Fund		125,857.91	.00	832.59	832.59-	7,241.16	732.98-	.00	132,366.09
Market Value									
TOTAL ALL FUNDS		125,857.91	.00	832.59	832.59-	7,241.16	732.98-	.00	132,366.09
Market Value									

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ACTIVITY SUMMARY FOR PARTICIPATING FUND		BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
017 FANNY M CURTIS FUND									
GROWTH FUND	MARKET VALUE	44,583.80	.00	294.94	294.94-	2,565.11	259.65-	.00	46,889.26
TOTAL ALL FUNDS	MARKET VALUE	44,583.80	.00	294.94	294.94-	2,565.11	259.65-	.00	46,889.26
018 SMITHSON FUND									
INCOME FUND	MARKET VALUE	614,507.33	.00	3,895.67	3,895.67 -	25,908.55	.00	.00	640,415.88
TOTAL ALL FUNDS	MARKET VALUE	614,507.33	.00	3,895.67	3,895.67 -	25,908.55	.00	.00	640,415.88
019 CLERGY FOREIGN TRAVEL									
INCOME FUND	MARKET VALUE	116,363.56	.00	737.69	737.69-	4,906.06	.00	.00	121,269.62
TOTAL ALL FUNDS	MARKET VALUE	116,363.56	.00	737.69	737.69-	4,906.06	.00	.00	121,269.62
020 WILL G GAITHER FD									
GROWTH FUND	MARKET VALUE	137,343.36	.00	908.57	908.57 -	7,901.98	799.87 -	.00	144,445.47
TOTAL ALL FUNDS	MARKET VALUE	137,343.36	.00	908.57	908.57 -	7,901.98	799.87 -	.00	144,445.47

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ACTIVITY SUMMARY FOR PARTICIPATING FUNDS			PARTICIPANT FUND ACCOUNTING TRIAL REPORT				DECFTQNI	
	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
=====								
021 WM & PHYLLIS WALKER F								
INCOME FUND	596,226.95	.00	3,779.77	3,779.77-	25,137.80	.00	.00	621,364.75
MARKET VALUE								
TOTAL ALL FUNDS	596,226.95	.00	3,779.77	3,779.77-	25,137.80	.00	.00	621,364.75
MARKET VALUE								
=====								
022 WINSLOW MERRICK FD								
GROWTH FUND	27,345.60	.00	180.90	180.90-	1,573.31	159.25-	.00	28,759.66
MARKET VALUE								
TOTAL ALL FUNDS	27,345.60	.00	180.90	180.90-	1,573.31	159.25-	.00	28,759.66
MARKET VALUE								
=====								
023 FLAGLER FUNO								
GROWTH FUND	139,278.07	.00	921.37	921.37-	8,013.29	811.14-	.00	146,480.22
MARKET VALUE								
TOTAL ALL FUNDS	139,278.07	.00	921.37	921.37-	8,013.29	811.14-	.00	146,480.22
MARKET VALUE								
=====								
026 HOLY INN CHURCH-AVOCA								
GROWTH FUND	5,843.83	.00	38.66	38.66-	336.22	34.03-	.00	6,146.02
MARKET VALUE								
TOTAL ALL FUNDS	5,843.83	.00	38.66	38.66-	336.22	34.03-	.00	6,146.02
MARKET VALUE								
=====								

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
028 8ISHOP WRIGHT GROWTH FUND MARKET VALUE	14,609.62	.00	96.65	96.65-	840.56	85.08-	.00	15,365.10
TOTAL ALL FUNDS	14,609.62	.00	96.65	96.65-	840.56	85.08-	.00	15,365.10
029 ST. TIMOTHY GROWTH FUND MARKET VALUE	35,379.31	.00	234.05	234.05-	2,035.52	206.04-	.00	37,208.79
TOTAL ALL FUNDS	35,379.31	.00	234.05	234.05-	2,035.52	206.04-	.00	37,208.79
030 WAVERLY BROADWELL GROWTH FUND MARKET VALUE	245,727.98	.00	1,625.57	1,625.57-	14,137.83	1,431.10-	.00	258,434.71
TOTAL ALL FUNDS	245,727.98	.00	1,625.57	1,625.57-	14,137.83	1,431.10-	.00	258,434.71
031 HELEN MARORE MEM FD GROWTH FUND MARKET VALUE	29,925.26	.00	197.97	197.97-	1,721.73	174.28-	.00	31,472.71
TOTAL ALL FUNDS	29,925.26	.00	197.97	197.97-	1,721.73	174.28-	.00	31,472.71

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
032 THERAPEUTIC SUPP CLER								
INCOME FUND MARKET VALUE	96,507.82	.00	611.81	611.81-	4,068.92	.00	.00	100,576.74
TOTAL ALL FUNDS MARKET VALUE	96,507.82	.00	611.81	611.81-	4,068.92	.00	.00	100,576.74
033 GERTRUDE S ROSEVEAR								
GROWTH FUND MARKET VALUE	333,551.97	.00	2,206.56	2,206.56-	19,190.74	1,942.58-	.00	350,800.13
TOTAL ALL FUNDS MARKET VALUE	333,551.97	.00	2,206.56	2,206.56-	19,190.74	1,942.58-	.00	350,800.13
036 THURMAN WILLIAMS								
GROWTH FUND MARKET VALUE	38,525.63	.00	254.86	254.86-	2,216.55	224.37-	.00	40,517.81
TOTAL ALL FUNDS MARKET VALUE	38,525.63	.00	254.86	254.86-	2,216.55	224.37-	.00	40,517.81
037 DAVID R. RAY FUND								
OTHER CHURCHES MARKET VALUE	71,576.45	.00	.00	.00	4,221.40	.00	.00	75,797.85
TOTAL ALL FUNDS MARKET VALUE	71,576.45	.00	.00	.00	4,221.40	.00	.00	75,797.85

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
038 ROSALIE ES. CALVERT FUND								
OTHER CHURCHES	112,705.06	.00	.00	.00	6,647.07	.00	.00	119,352.13
MARKET VALUE								
TOTAL ALL FUNDS	112,705.06	.00	.00	.00	6,647.07	.00	.00	119,352.13
MARKET VALUE								
039 MELISSA GARDNER FUND								
OTHER CHURCHES	23,322.52	.00	.00	.00	1,375.50	.00	.00	24,698.02
MARKET VALUE								
TOTAL ALL FUNDS	23,322.52	.00	.00	.00	1,375.50	.00	.00	24,698.02
MARKET VALUE								
040 DR. ROBERT KING FUND								
OTHER CHURCHES	16,999.15	.00	.00	.00	1,002.57	.00	.00	18,001.72
MARKET VALUE								
TOTAL ALL FUNDS	16,999.15	.00	.00	.00	1,002.57	.00	.00	18,001.72
MARKET VALUE								
041 PERPETUAL GARDEN FUND								
OTHER CHURCHES	10,543.17	.00	.00	.00	621.80	.00	.00	11,164.97
MARKET VALUE								
TOTAL ALL FUNDS	10,543.17	.00	.00	.00	621.80	.00	.00	11,164.97
MARKET VALUE								

043 ST ANDREWS BY THE SEA FUND							
OTHER CHURCHES							
MARKET VALUE	26,682.64	.00	.00	1,573.68	.00	.00	28,256.32
TOTAL ALL FUNDS							
MARKET VALUE	26,682.64	.00	.00	1,573.68	.00	.00	28,256.32

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PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
TOTALS FOR	37 RECORDS							
OTHER CHURCHES MARKET VALUE	261,828.99	.00	.00	.00	15,442.02	.00	.00	277,271.01
INCOME FUND MARKET VALUE	1,423,605.66	.00	9,024.94	9,024.94-	60,021.33	.00	.00	1,483,626.99
GROWTH FUND MARKET VALUE	6,833,325.23	340.64	45,204.78	44,864.14-	393,151.73	40,135.86-	.00	7,187,022.38
TOTAL ALL FUNDS MARKET VALUE	8,518,759.88	340.64	54,229.72	53,889.08-	468,615.08	40,135.86-	.00	8,947,920.38

NBR OF PARTICIPANTS IN FUNDS

OTHER CHURCHES	6
INCOME FUND	4
GROWTH FUND	27

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
001 GENERAL FUND								
GROWTH FUND MARKET VALUE	6,475.62	.00	39.61	39.61-	525.99-	61.19-	.00	5,888.44
TOTAL ALL FUNDS	6,475.62	.00	39.61	39.61-	525.99-	61.19-	.00	5,888.44
002 LOUIS H ALSION FUND								
GROWTH FUND MARKET VALUE	3,781,766.06	.00	23,132.89	23,132.89-	307,177.77-	35,735.18-	.00	3,438,853.11
TOTAL ALL FUNDS	3,781,766.06	.00	23,132.89	23,132.89-	307,177.77-	35,735.18-	.00	3,438,853.11
003 CURTIS- MURCHISON FUND								
GROWTH FUND MARKET VALUE	148,766.89	.00	910.00	910.00-	12,083.75-	1,405.74-	.00	135,277.40
TOTAL ALL FUNDS	148,766.89	.00	910.00	910.00-	12,083.75-	1,405.74-	.00	135,277.40
004 EDWARD FORBES FUND								
GROWTH FUND MARKET VALUE	186,947.95	.00	1,143.55	1,143.55-	15,185.03-	1,766.52-	.00	169,996.40
TOTAL ALL FUNDS	186,947.95	.00	1,143.55	1,143.55-	15,185.03-	1,766.52-	.00	169,996.40

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
005 GRAHAM BLDG. FUND								
GROWTH FUND	231,554.29	.00	1,416.41	1,416.41-	18,808.23-	2,188.02-	.00	210,558.04
MARKET VALUE								
TOTAL ALL FUNDS	231,554.29	.00	1,416.41	1,416.41-	18,808.23-	2,188.02-	.00	210,558.04
MARKET VALUE								
006 SARAH G. KENAN FUND								
GROWTH FUND	560,144.20	.00	3,426.38	3,426.38-	45,498.28-	5,292.96-	.00	509,352.96
MARKET VALUE								
TOTAL ALL FUNDS	560,144.20	.00	3,426.38	3,426.38-	45,498.28-	5,292.96-	.00	509,352.96
MARKET VALUE								
007 MARVIN-GILES -MURCHISO								
GROWTH FUND	181,123.45	.00	1,107.92	1,107.92-	14,711.94-	1,711.48-	.00	164,700.03
MARKET VALUE								
TOTAL ALL FUNDS	181,123.45	.00	1,107.92	1,107.92-	14,711.94-	1,711.48-	.00	164,700.03
MARKET VALUE								
008 LUCILLE H. MARVIN FUND								
GROWTH FUND	22,575.33	.00	138.09	138.09-	1,833.71-	213.32-	.00	20,528.30
MARKET VALUE								
TOTAL ALL FUNDS	22,575.33	.00	138.09	138.09-	1,833.71-	213.32-	.00	20,528.30
MARKET VALUE								

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	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
009 WALTER R MARVIN FD								
GROWTH FUND	93,820.16	.00	573.89	573.89-	7,620.64-	886.53-	.00	85,312.99
MARKET VALUE								
TOTAL ALL FUNDS	93,820.16	.00	573.89	573.89-	7,620.64-	886.53-	.00	85,312.99
MARKET VALUE								
010 PRICE-NOE MEM FUND								
GROWTH FUND	541,892.54	331.47	3,314.73	2,983.26-	44,015.76-	5,451.97-	.00	493,087.75
MARKET VALUE								
TOTAL ALL FUNDS	541,892.54	331.47	3,314.73	2,983.26-	44,015.76-	5,451.97-	.00	493,087.75
MARKET VALUE								
011 MARY N SMITH FUND								
GROWTH FUND	39,214.55	.00	239.87	239.87-	3,185.24-	370.54-	.00	35,658.77
MARKET VALUE								
TOTAL ALL FUNDS	39,214.55	.00	239.87	239.87-	3,185.24-	370.54-	.00	35,658.77
MARKET VALUE								
012 BISHOP STRANGE FUND								
GROWTH FUND	13,915.97	.00	85.12	85.12-	1,130.34-	131.49-	.00	12,654.14
MARKET VALUE								
TOTAL ALL FUNDS	13,915.97	.00	85.12	85.12-	1,130.34-	131.49-	.00	12,654.14
MARKET VALUE								



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ACTIVITY SUMMARY FOR
 PARTICIPATING
 FUND

	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
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013 CHARLOTTE THOMPSON FD

GROWTH FUND	36,691.50	.00	224.44	224.44-	2,980.30-	346.70-	.00	33,364.50
MARKET VALUE								
TOTAL ALL FUNDS	36,691.50	.00	224.44	224.44-	2,980.30-	346.70-	.00	33,364.50
MARKET VALUE								

014 BISHOP WATSON FD

GROWTH FUND	30,638.27	.00	187.41	187.41-	2,488.62-	289.51-	.00	27,860.14
MARKET VALUE								
TOTAL ALL FUNDS	30,638.27	.00	187.41	187.41-	2,488.62-	289.51-	.00	27,860.14
MARKET VALUE								

015 R A WILLIAMS FUND

GROWTH FUND	72,609.63	.00	444.15	444.15-	5,897.79-	686.10-	.00	66,025.74
MARKET VALUE								
TOTAL ALL FUNDS	72,609.63	.00	444.15	444.15-	5,897.79-	686.10-	.00	66,025.74
MARKET VALUE								

016 L&N W LASTINGER MEM F

GROWTH FUND	132,366.09	.00	809.68	809.68-	10,751.57-	1,250.76-	.00	120,363.76
MARKET VALUE								
TOTAL ALL FUNDS	132,366.09	.00	809.68	809.68-	10,751.57-	1,250.76-	.00	120,363.76
MARKET VALUE								

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ACTIVITY SUMMARY FOR PARTICIPATING FUND

ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE

017 FANNY M CURTIS FUND

GROWTH FUND MARKET VALUE	46,889.26	.00	286.82	286.82-	3,808.63-	443.07-	.00	42,637.56
TOTAL ALL FUNDS	46,889.26	.00	286.82	286.82-	3,808.63-	443.07-	.00	42,637.56

018 SMITHSON FUND

INCOME FUND					
MARKET VALUE	640,415.88	.00	2,092.67	2,092.67-	30,411.99-
					.00
					610,003.89
TOTAL ALL FUNDS					
MARKET VALUE	640,415.88	.00	2,092.67	2,092.67-	30,411.99-
					.00
					610,003.89

019 CLERGY FOREIGN TRAVEL

INCOME FUND					
MARKET VALUE	121,269.62	.00	396.27	396.27 -	5,758.84 -
					.00
					115,510.78
TOTAL ALL FUNDS					
MARKET VALUE	121,269.62	.00	396.27	396.27 -	5,758.84 -
					.00
					115,510.78

020 WILL G GAITHER FD

GROWTH FUND						
MARKET VALUE	144,445.47	.00	883.57	883.57-	11,732.73-	1,364,90-.00
						131,347.84
TOTAL ALL FUNDS						
MARKET VALUE	144,445.47	.00	883.57	883.57-	11,732.73-	1,364,90-.00
						131,347.84

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
021 WM & PHYLLIS WALKER F								
INCOME FUND								
MARKET VALUE	621.364.75	.00	2,030.43	2,030.43-	29,507.28-	.00	.00	591,857.47
TOTAL ALL FUNDS								
MARKET VALUE	621.364.75	.00	2,030.43	2,030.43-	29,507.28-	.00	.00	591,857.47
022 WINSLOW HERRICK FD								
GROWTH FUND								
MARKET VALUE	28,759.66	.00	175.92	175.92-	2,336.04-	271.75-	.00	26,151.87
TOTAL ALL FUNDS								
MARKET VALUE	28,759.66	.00	175.92	175.92-	2,336.04-	271.75-	.00	26,151.87
023 FLAGLER FUND								
GROWTH FUND								
MARKET VALUE	146,480.22	.00	896.02	896.02-	11,898.00-	1,384.13-	.00	133,198.09
TOTAL ALL FUNDS								
MARKET VALUE	146,480.22	.00	896.02	896.02-	11,898.00-	1,384.13-	.00	133,198.09
026 HOLY INN CHURCH-AVOCA								
GROWTH FUND								
MARKET VALUE	6,146.02	.00	37.60	37.60-	499.22-	58.07-	.00	5,588.73
TOTAL ALL FUNDS								
MARKET VALUE	6,146.02	.00	37.60	37.60-	499.22-	58.07-	.00	5,588.73

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ACTIVITY SUMMARY FOR PARTICIPATING FUND			BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
028 BISHOP WRIGHT										
GROWTH FUND			15,365.10	.00	93.99	93.99-	1,248.05-	145.18-	.00	13,971.87
MARKET VALUE										
TOTAL ALL FUNDS			15,365.10	.00	93.99	93.99-	1,248.05-	145.18-	.00	13,971.87
MARKET VALUE										
029 ST. TIMOTHY										
GROWTH FUND			37,208.79	.00	227.60	227.60-	3,022.32-	351.59-	.00	33,834.88
MARKET VALUE										
TOTAL ALL FUNDS			37,208.79	.00	227.60	227.60-	3,022.32-	351.59-	.00	33,834.88
MARKET VALUE										
030 WAVERLY BROADWELL										
GROWTH FUND			258,434.71	.00	1,580.84	1,580.84-	20,991.62-	2,442.02-	.00	235,001.07
MARKET VALUE										
TOTAL ALL FUNDS			258,434.71	.00	1,580.84	1,580.84-	20,991.62-	2,442.02-	.00	235,001.07
MARKET VALUE										
031 HELEN MARORE MEM FD										
GROWTH FUND			31,472.71	.00	192.52	192.52-	2,556.40-	297.39-	.00	28,618.92
MARKET VALUE										
TOTAL ALL FUNDS			31,472.71	.00	192.52	192.52-	2,556.40-	297.39-	.00	28,618.92
MARKET VALUE										

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
032 THERAPEUTIC SUPP CLER								
INCOME FUND								
MARKET VALUE	100,576.74	.00	328.65	328.65-	4,776.18-	.00	.00	95,800.56
TOTAL ALL FUNDS								
MARKET VALUE	100,576.74	.00	328.65	328.65-	4,776.18-	.00	.00	95,800.56
033 GERTRUDE S ROSEVEAR								
GROWTH FUND								
MARKET VALUE	350,800.13	.00	2,145.82	2,145.82-	28,494.09-	3,314.81-	.00	318,991.23
TOTAL ALL FUNDS								
MARKET VALUE	350,800.13	.00	2,145.82	2,145.82-	28,494.09-	3,314.81-	.00	318,991.23
036 THURMAN WILLIAMS								
GROWTH FUND								
MARKET VALUE	40,517.81	.00	247.85	247.85-	3,291.10-	382.86-	.00	36,843.85
TOTAL ALL FUNDS								
MARKET VALUE	40,517.81	.00	247.85	247.85-	3,291.10-	382.86-	.00	36,843.85
037 DAVID R. RAY FUND								
OTHER CHURCHES								
MARKET VALUE	75,797.85	.00	617.35	617.35-	5,134.35-	.00	.00	70,663.50
TOTAL ALL FUNDS								
MARKET VALUE	75,797.85	.00	617.35	617.35-	5,134.35-	.00	.00	70,663.50

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DIOCESE OF EAST CAROLINA
 PARTICIPANT FUND ACCOUNTING
 TRIAL REPORT

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
038 ROSALIE ES CALVERT FUND								
OTHER CHURCHES	119,352.13	.00	972.09	972.09-	8,084.60-	.00	.00	111,267.53
MARKET VALUE								
TOTAL ALL FUNDS	119,352.13	.00	972.09	972.09-	8,084.60-	.00	.00	111,267.53
MARKET VALUE								
039 MELISSA GARDNER FUND								
OTHER CHURCHES	24,698.02	.00	201.16	201.16-	1,672.97-	.00	.00	23,025.05
MARKET VALUE								
TOTAL ALL FUNDS	24,698.02	.00	201.16	201.16-	1,672.97-	.00	.00	23,025.05
MARKET VALUE								
040 DR. ROBERT KING FUND								
OTHER CHURCHES	18,001.72	.00	146.62	146.62-	1,219.39-	1,500.00-	.00	15,282.33
MARKET VALUE								
TOTAL ALL FUNDS	18,001.72	.00	146.62	146.62-	1,219.39-	1,500.00-	.00	15,282.33
MARKET VALUE								
041 PERPETUAL GARDEN FUND								
OTHER CHURCHES	11,164.97	.00	90.93	90.93-	756.29-	.00	.00	10,408.68
MARKET VALUE								
TOTAL ALL FUNDS	11,164.97	.00	90.93	90.93-	756.29-	.00	.00	10,408.68
MARKET VALUE								

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DIOCESE OF EAST CAROLINA
 PARTICIPANT FUND ACCOUNTING
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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
043 ST ANDREWS BY THE SEA FUND								
OTHER CHURCHES	28,256.32	6,153.61	234.50	234.50-	1,950.26-	.00	.00	32,459.67
MARKET VALUE								
TOTAL ALL FUNDS	28,256.32	6,153.61	234.50	234.50-	1,950.26-	.00	.00	32,459.67
MARKET VALUE								
044 WHITE REQUEST								
OTHER CHURCHES	.00	31,209.07	237.61	237.61-	1,976.15-	.00	.00	29,232.92
MARKET VALUE								
TOTAL ALL FUNDS	.00	31,209.07	237.61	237.61-	1,976.15-	.00	.00	29,232.92
MARKET VALUE								
045 HOLY TRINITY ENDOWMENT								
OTHER CHURCHES	.00	25,329.15	192.84	192.84-	1,603.83-	.00	.00	23,725.32
MARKET VALUE								
TOTAL ALL FUNDS	.00	25,329.15	192.84	192.84-	1,603.83-	.00	.00	23,725.32
MARKET VALUE								

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DIOCESE OF EAST CAROLINA
 PARTICIPANT FUND ACCOUNTING
 TRIAL REPORT

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PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
TOTALS FOR 39 RECORDS								
OTHER CHURCHES MARKET VALUE	277,271.01	62,691.83	2,693.10	2,693.10-	22,397.84-	1,500.00-	.00	316,065.00
INCOME FUND MARKET VALUE	1,483,626.99	.00	4,848.02	4,848.02-	70,454.29-	.00	.00	1,413,172.70
GROWTH FUND MARKET VALUE	7,187,022.38	331.47	43,962.69	43,631.22-	583,773.16-	68,243.78-	.00	6,535,668.38
TOTAL ALL FUNDS MARKET VALUE	8,947,920.38	63,023.30	51,503.81	51,172.34-	676,625.29-	69,743.78-	.00	8,264,906.08

NBR OF PARTICIPANTS IN FUNDS

 OTHER CHURCHES 8
 INCOME FUND 4
 GROWTH FUND 27

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DIOCESE OF EAST CAROLINA
PARTICIPANT FUND ACCOUNTING
TRIAL REPORT

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
001 GENERAL FUNO GROWTH FUNO MARKET VALUE	5.888.44	.00	28.42	28.42-	851.33	411.53-	.00	6,328.24
TOTAL ALL FUNOS MARKET VALUE	5.888.44	.00	28.42	28.42-	851.33	411.53-	.00	6,328.24
002 LOUIS W ALSTON FUND GROWTH FUNO MARKET VALUE	3,438.853.11	.00	16,598.35	16,598.35-	497,176.66	240,335.19-	.00	3,695,694.58
TOTAL ALL FUNOS MARKET VALUE	3,438.853.11	.00	16,598.35	16,598.35-	497,176.66	240,335.19-	.00	3,695,694.58
003 CURTIS- MURCHISON FUND GROWTH FUNO MARKET VALUE	135,277.40	.00	652.95	652.95-	19,557.90	9,454.28-	.00	145,381.02
TOTAL ALL FUNOS MARKET VALUE	135,277.40	.00	652.95	652.95-	19,557.90	9,454.28-	.00	145,381.02
004 EDWARD FORBES FUND GROWTH FUNO MARKET VALUE	169,996.40	.00	820.52	820.52-	24,577.45	11,880.73-	.00	182,693.12
TOTAL ALL FUNOS MARKET VALUE	169,996.40	.00	820.52	820.52-	24,577.45	11,880.73-	.00	182,693.12

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
005 GRAHAM BLDG. FUND								
GROWTH FUND	210,558.04	.00	1,016.30	1,016.30-	30,441.71	14,715.50-	.00	226,284.25
MARKET VALUE								
TOTAL ALL FUNDS	210,558.04	.00	1,016.30	1,016.30-	30,441.71	14,715.50-	.00	226,284.25
MARKET VALUE								
006 SARAH G KENAN FUND								
GROWTH FUND	509,352.96	.00	2,458.50	2,458.50-	73,640.37	35,597.72-	.00	547,395.61
MARKET VALUE								
TOTAL ALL FUNDS	509,352.96	.00	2,458.50	2,458.50-	73,640.37	35,597.72-	.00	547,395.61
MARKET VALUE								
007 MARVIN-GILES -MURCHISO								
GROWTH FUND	164,700.03	.00	794.96	794.96-	23,811.73	11,510.57-	.00	177,001.19
MARKET VALUE								
TOTAL ALL FUNDS	164,700.03	.00	794.96	794.96-	23,811.73	11,510.57-	.00	177,001.19
MARKET VALUE								
008 LUCILE M MARVIN FUND								
GROWTH FUND	20,528.30	.00	99.08	99.08-	2,967.90	1,434.68-	.00	22,061.52
MARKET VALUE								
TOTAL ALL FUNDS	20,528.30	.00	99.08	99.08-	2,967.90	1,434.68-	.00	22,061.52
MARKET VALUE								



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PARTICIPANT FUND ACCOUNTING
TRIAL REPORT

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	8 BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LDSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
009 WALTER R MARVIN FD GROWTH FUND MARKET VALUE	85,312.99	.00	411.78	411.78-	12,334.23	5,962.36-	.00	91,684.86
TOTAL ALL FUNDS MARKET VALUE	85,312.99	.00	411.78	411.78-	12,334.23	5,962.36-	.00	91,684.86
010 PRICE-NOE MEM FUND GROWTH FUND MARKET VALUE	493,087.75	238.00	2,380.00	2,142.00-	71,288.80	34,698.98-	.00	530,153.57
TOTAL ALL FUNDS MARKET VALUE	493,087.75	238.00	2,380.00	2,142.00-	71,288.80	34,698.98-	.00	530,153.57
011 MARY N SMITH FUND GROWTH FUND MARKET VALUE	35,658.77	.00	172.11	172.11-	5,155.42	2,492.12-	.00	38,322.07
TOTAL ALL FUNDS MARKET VALUE	35,658.77	.00	172.11	172.11-	5,155.42	2,492.12-	.00	38,322.07
012 BISHOP STRANGE FUND GROWTH FUND MARKET VALUE	12,654.14	.00	61.08	61.08-	1,829.49	884.37-	.00	13,599.26
TOTAL ALL FUNDS MARKET VALUE	12,654.14	.00	61.08	61.08-	1,829.49	884.37-	.00	13,599.26

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DIocese of East Carolina

ACTIVITY SUMMARY FOR
 PARTICIPATING FUND

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
013 CHARLOTTE THOMPSON FD								
GROWTH FUND	33,364.50	.00	161.04	161.04-	4,823.71	2,331.78-	.00	35,856.43
MARKET VALUE								
TOTAL ALL FUNDS	33,364.50	.00	161.04	161.04-	4,823.71	2,331.78-	.00	35,856.43
MARKET VALUE								
014 BISHOP WATSON FD								
GROWTH FUND	27,860.14	.00	134.47	134.47-	4,027.92	1,947.09-	.00	29,940.97
MARKET VALUE								
TOTAL ALL FUNDS	27,860.14	.00	134.47	134.47-	4,027.92	1,947.09-	.00	29,940.97
MARKET VALUE								
015 R A WILLIAMS FUND								
GROWTH FUND	66,025.74	.00	318.69	318.69-	9,545.76	4,614.41-	.00	70,957.09
MARKET VALUE								
TOTAL ALL FUNDS	66,025.74	.00	318.69	318.69-	9,545.76	4,614.41-	.00	70,957.09
MARKET VALUE								
016 L&N W LASTINGER MEM F								
GROWTH FUND	120,363.76	.00	580.96	580.96-	17,401.75	8,411.99-	.00	129,353.52
MARKET VALUE								
TOTAL ALL FUNDS	120,363.76	.00	580.96	580.96-	17,401.75	8,411.99-	.00	129,353.52
MARKET VALUE								

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DIOCESE OF EAST CAROLINA
PARTICIPANT FUND ACCOUNTING
TRIAL REPORT

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
017 FANNY M CURTIS FUND								
GROWTH FUNO								
MARKET VALUE	42,637.56	.00	205.80	205.80-	6,164.38	2,979.85-	.00	45,822.09
TOTAL ALL FUNDS								
MARKET VALUE	42,637.56	.00	205.80	205.80-	6,164.38	2,979.85-	.00	45,822.09
018 SMITHSON FUND								
INCOME FUND								
MARKET VALUE	610,003.89	.00	3,883.09	3,883.09-	58,051.87	.00	.00	668,055.76
TOTAL ALL FUNDS								
MARKET VALUE	610,003.89	.00	3,883.09	3,883.09-	58,051.87	.00	.00	668,055.76
019 CLERGY FOREIGN TRAVEL								
INCOME FUND								
MARKET VALUE	115,510.78	.00	735.31	735.31-	10,992.74	.00	.00	126,503.52
TOTAL ALL FUNDS								
MARKET VALUE	115,510.78	.00	735.31	735.31-	10,992.74	.00	.00	126,503.52
020 WILL G GAITHER FD								
GROWTH FUND								
MARKET VALUE	131,347.84	.00	633.98	633.98-	18,989.78	9,179.65-	.00	141,157.97
TOTAL ALL FUNDS								
MARKET VALUE	131,347.84	.00	633.98	633.98-	18,989.78	9,179.65-	.00	141,157.97

ACTIVITY SUMMARY FOR PARTICIPATING FUND		BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
021 WM & PHYLLIS WALKER F									
INCOME FUND									
MARKET VALUE		591,857.47	.00	3,767.57	3,767.57-	56,324.95	.00	.00	648,182.42
TOTAL ALL FUNDS									
MARKET VALUE		591,857.47	.00	3,767.57	3,767.57-	56,324.95	.00	.00	648,182.42
022 WINSLOW MERRICK FD									
GROWTH FUND									
MARKET VALUE		26,151.87	.00	126.23	126.23-	3,780.94	1,827.70-	.00	28,105.11
TOTAL ALL FUNDS									
MARKET VALUE		26,151.87	.00	126.23	126.23-	3,780.94	1,827.70-	.00	28,105.11
023 FLAGLER FUND									
GROWTH FUND									
MARKET VALUE		133,198.09	.00	642.91	642.91-	19,257.29	9,308.96-	.00	143,146.42
TOTAL ALL FUNDS									
MARKET VALUE		133,198.09	.00	642.91	642.91-	19,257.29	9,308.96-	.00	143,146.42
026 HDLY INN CHURCH-AVOCA									
GROWTH FUND									
MARKET VALUE		5,588.73	.00	26.98	26.98-	808.00	390.58-	.00	6,006.15
TOTAL ALL FUNDS									
MARKET VALUE		5,588.73	.00	26.98	26.98-	808.00	390.58-	.00	6,006.15



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PARTICIPANT FUND ACCOUNTING
TRIAL REPORT

ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
032 THERAPEUTIC SUPP CLER								
INCOME FUND								
MARKET VALUE	95,800.56	.00	609.84	609.84-	9,116.99	.00	.00	104,917.55
TOTAL ALL FUNDS								
MARKET VALUE	95,800.56	.00	609.84	609.84-	9,116.99	.00	.00	104,917.55
033 GERTRUDE S ROSEVEAR								
GROWTH FUND								
MARKET VALUE	318,991.23	.00	1,539.68	1,539.68-	46,118.57	22,293.70-	.00	342,816.10
TOTAL ALL FUNDS								
MARKET VALUE	318,991.23	.00	1,539.68	1,539.68-	46,118.57	22,293.70-	.00	342,816.10
036 THURMAN WILLIAMS								
GROWTH FUND								
MARKET VALUE	36,843.85	.00	177.83	177.83-	5,326.75	2,574.94-	.00	39,595.66
TOTAL ALL FUNDS								
MARKET VALUE	36,843.85	.00	177.83	177.83-	5,326.75	2,574.94-	.00	39,595.66
037 DAVID R. RAY FUND								
OTHER CHURCHES								
MARKET VALUE	70,663.50	.00	234.89	234.89-	9,810.25	.00	.00	80,473.75
TOTAL ALL FUNDS								
MARKET VALUE	70,663.50	.00	234.89	234.89-	9,810.25	.00	.00	80,473.75

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ACTIVITY SUMMARY FOR PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
038 ROSALIE ES CALVERT FUND								
OTHER CHURCHES								
MARKET VALUE	111,267.53	.00	369.86	369.86-	15,447.33	.00	.00	126,714.86
TOTAL ALL FUNDS								
MARKET VALUE	111,267.53	.00	369.86	369.86-	15,447.33	.00	.00	126,714.86
039 MELISSA GARDNER FUND								
OTHER CHURCHES								
MARKET VALUE	23,025.05	.00	76.54	76.54-	3,196.58	2,500.00-	.00	23,721.63
TOTAL ALL FUNDS								
MARKET VALUE	23,025.05	.00	76.54	76.54-	3,196.58	2,500.00-	.00	23,721.63
040 DR. ROBERT KING FUND								
OTHER CHURCHES								
MARKET VALUE	15,282.33	.00	50.80	50.80-	2,121.65	.00	.00	17,403.98
TOTAL ALL FUNDS								
MARKET VALUE	15,282.33	.00	50.80	50.80-	2,121.65	.00	.00	17,403.98
041 PERPETUAL GARDEN FUND								
OTHER CHURCHES								
MARKET VALUE	10,408.68	.00	34.60	34.60-	1,445.04	.00	.00	11,853.72
TOTAL ALL FUNDS								
MARKET VALUE	10,408.68	.00	34.60	34.60-	1,445.04	.00	.00	11,853.72

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ACTIVITY SUMMARY FOR PARTICIPATING

**BEGINNING
BALANCE**

INCOME

INCOME PAID

GAIN/ LOSS

WITHDRAWALS

FUND TRANSFERS

ENDING
BALANCE

043 ST ANDREWS BY THE SEA FUNO

OTHER CHURCHES

OTHER CHARGES
MARKET VALUE

***TOTAL ALL FUNDS*
MARKET VALUE**

044 WHITE BEQUEST
OTHER CHURCHES

MARKET VALUE 29,232.92

***TOTAL ALL FUNDS*
MARKET VALUE**

045 HOLY TRINITY ENDOWMENT

OTHER CHURCHES

OTHER CHARGES
MARKET VALUE

***TOTAL ALL FUNDS*
MARKET VALUE**

MARKET VALUE	23,725.32
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DIOCESE OF EAST CAROLINA
PARTICIPANT FUND ACCOUNTING
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PARTICIPATING FUND	BEGINNING BALANCE	ADDITIONS	INCOME	INCOME PAID	GAIN/ LOSS	WITHDRAWALS	FUND TRANSFERS	ENDING BALANCE
TOTALS FOR	39 RECORDS							
OTHER CHURCHES MARKET VALUE	316,065.00	.00	1,050.63	1,050.63-	43,879.47	2,500.00-	.00	357,444.47
INCOME FUND MARKET VALUE	1,413,172.70	.00	8,995.81	8,995.81-	134,486.55	.00	.00	1,547,659.25
GROWTH FUND MARKET VALUE	6,535,668.38	238.00	31,545.79	31,307.79-	944,902.77	457,003.69-	.00	7,024,043.46
TOTAL ALL FUNDS MARKET VALUE	8,264,906.08	238.00	41,592.23	41,354.23-	1,123,268.79	459,503.69-	.00	8,929,147.18

NBR OF PARTICIPANTS IN FUNDS

OTHER CHURCHES	8
INCOME FUND	4
GROWTH FUND	27

VITAL STATISTICS
For Year 1998

**(From Parish Annual
Parochial Reports)**

1998 Parochial Reports

Location	Parish	BAPTIZED		MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMUNICANTS DEC. 31	CONFIRMED COMM. IN		BAPTISMS		CONFIRMATIONS		SERVICES OF						
		QD	STDG				ADULT	CHILD	ADULT	CHILD	REC'D	SUNDAYS	WEDNESDAYS	HOLLY COMMUNION	MARRIAGES	CONFIRMATIONS	PRIVACY	OTHER	
Ahoscie	St. Thomas	176	179	180	186	0	3	4	5	0	94	11	16	3	2	0			
Atlantic Beach	St. Francis	117	125	64	64	3	2	4	2	52	3	7	0	1	8				
Aurora	Holy Cross	29	31	31	31	0	0	0	0	0	32	2	1	0	0	0			
Bath	St. Thomas	127	124	121	124	0	2	2	0	0	129	4	17	4	1	0			
Beaufort	St. Paul's	513	540	536	532	0	6	11	7	0	112	101	45	5	13	180			
Belhaven	St. James	37	37	37	37	0	0	0	0	0	53	6	4	0	0	0			
Belhaven	St. Mary's	36	32	32	32	0	2	0	0	0	50	2	93	0	0	91			
Burgaw	St. Mary's	48	48	46	44	0	1	2	1	0	42	3	1	1	0	12			
Chocoma	Trinity	119	128	128	128	0	5	0	0	4	70	5	80	0	6	58			
Clinton	St. Paul's	131	111	98	98	0	0	1	1	0	50	93	28	1	3	179			
Columbia	St. Andrew's	34	34	33	34	0	0	0	0	0	13	4	1	0	1	27			
Creswell	Christ	15	15	15	15	0	0	0	0	0	12	2	0	0	3	0			
Creswell	Galilee	13	13	11	10	0	0	0	0	0	12	1	0	0	0	14			

1998 Parochial Reports

Location	Parish	BAPTIZED		MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU- NICANTS	CONFIRMED COMM. IN *****		BAPTISMS		CONFIRMATIONS		SERVICES OF																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
		GD	STDG				ADULT	CHILD	ADULT	CHILD	ADULT	CHILD	REC'D	SUNDAYS	WKDAYS	PRIVATE	MAR- RIAGE	BURIALS	OTHER SERVIC																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Edenton	St John's		0	0				0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					

1998 Parochial Reports

Location	Parish	BAPTIZED		MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU- NICANTS	CONFIRMED COMM. IN QD STDG	BAPTISMS		CONFIRMATIONS		SERVICES OF				
		ADULT	CHILD					ADULT	CHILD	REC'D	SUNDAYS	WKDAYS	PRIVATE	RIE	ALS	SERVIC
Goldsboro	St. Francis	298	313	129	124	0	5	6	0	2	106	52	53	0	1	15
Goldsboro	St. Stephen's	402	379	295	379	0	12	8	0	0	0	91	95	11	8	9
Greenville	St. Paul's	900	921	921	921	1	18	8	6	5	144	159	55	10	8	26
Greenville	St. Timothy's	418	436	420	482	5	17	4	11	4	138	11	20	3	3	43
Grifton	St. John's/St.	75	73	65	73	0	2	0	0	0	52	10	14	1	4	24
Hampstead	Holy Trinity	151	142	92	82	0	3	1	4	0	83	7	2	0	1	6
Havelock	St. Christoph	200	111	89	89	0	1	3	4	0	103	50	8	3	2	54
Hertford	Holy Trinity	125	78	85	81	0	2	1	0	0	57	14	24	1	4	332
Holly Ridge	St. Philip's	62	63	42	42	1	2	0	0	0	43	5	0	0	2	10
Hope Mills	Christ Church	0	0		0											
Jacksonville	St. Anne's	359	387	340	310	3	11	6	2	1	98	52	52	1	3	88
Kinston	St. Augustine	0	0		0											
Kinston	St. Mary's	631	651	592	526	1	6	8	0	1	1085	85	62	3	5	219

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BAPTIZED		Parish	MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMUNICANTS	CONFIRMED COMM. IN QD STDG	BAPTISMS		CONFIRMATIONS		SERVICES OF						
							ADULT	CHILD	ADULT	CHILD	REC'D	SUNDAYS	WKDAYS	PRIVATER	MAR. BURI	OTHER	
Leland		All Soul's, No	35	31	31	31	0	0	0	0	0	40	6	2	0	1	15
Lumberton		Trinity	318	319	210	249	1	4	4	2	1	42	45	10	1	4	29
Morehead Cit		St. Andrew's	725	722	650	650	4	5	11	0	1	155	124	324	7	18	24
Nags Head		St. Andrew's	578	578	372	677	5	20	7	14	4	168	59	173	16	13	52
New Bern		Christ	1636	1684	1238	1238	0	14	9	11	6	129	98	169	19	18	5
New Bern		St. Cyprian's	65	66	63	66	0	3	0	0	0	50	3	30	0	3	80
Oriental		St. Thomas	189	178	158	33	0	3	0	8	0	29	10	1	4	46	93
Plymouth		Grace	106	109	100	87	0	1	0	0	0	80	4	2	1	2	13
Roper		St. Luke's/St	39	28	25	23	0	0	0	0	0	14	3	1	0	2	186
Roxobel		St. Mark's	15	14	14	14	0	0	0	0	0	8	0	0	0	0	4
Seven Spring		Holy Innocent	41	46	36	112	9	3	5	2	0	52	8	3	2	6	8
Shallotte		St. James	202	220	215	215	0	4	4	0	1	96	80	0	5	6	20
Southern Shc		All Saints	121	169	181	155	0	8	0	0	0	53	2	0	1	0	6

1998 Parochial Reports

Location	Parish	BAPTIZED		MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMUNICANTS	CONFIRMED COMM. IN QD STDG	BAPTISMS		CONFIRMATIONS		SERVICES OF				
		ADULT	CHILD					ADULT	CHILD	REC'D	SUNDAYS	WKDAYS	PRIVATE	OTHER		
Southport	St Philip's	325	346	347	346	2	6	0	0	0	137	23	9	6	10	0
Sunbury	St Peter's	31	32	32	32	0	1	0	0	0	50	4	6	0	1	4
Swansboro	St Peter's	325	310	300	300	2	7	2	4	2	105	4	62	4	7	31
Trenton	Grace	14	16	15	16	0	2	0	0	0	26	0	0	0	1	27
Vanceboro	St Paul's	63	59	59	46	0	0	0	0	0	49	4	0	0	1	6
Washington	St Paul's	26	26	20	20	0	0	0	0	0	21	1	2	0	0	26
Washington	St Peter's	633	635	535	530	2	4	11	2	0	167	107	184	5	11	260
Washington	Zion	62	62	55	55	0	4	0	0	0	51	3	0	1	0	2
Whiteville	Grace	91	88	66	88	0	1	0	0	0	104	52	24	0	4	11
Williamston	Advent	205	206	133	144	0	4	3	2	0	35	40	2	2	3	4
Wilmington	Good Shephe	246	263	263	263	3	7	1	0	2	108	10	26	3	0	56
Wilmington	Servant	399	443	415	415	4	6	10	0	3	114	153	159	5	4	61
Wilmington	St. Andrew's	641	717	717	717	1	17	9	3	1	155	61	0	13	11	54

1998 Parochial Reports

Location	Parish	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU- NICANTS	CONFIRMED COMM. IN GD STDG	BAPTISMS		CONFIRMATIONS		SERVICES OF				
						ADULT	CHILD	ADULT	CHILD	REC'D	SUNDAYS	WEDNESDAYS	THURSDAYS	FRIDAYS
Wilmington	St. James	1641	1660	1506	1506	1	21	6	11	0	132	74	45	8 27 301
Wilmington	St. John's	886	687	615	815	4	13	3	6	3	142	99	5	14 13 82
Wilmington	St. Mark's	0	0	0	0									
Wilmington	St. Paul's	552	542	397	480	1	9	7	8	2	98	92	61	4 8 65
Windsor	St. Thomas'	179	180	161	181	0	1	5	0	0	48	63	114	1 8 6
Woodville/LeGrace		24	23	23	23	0	0	0	0	0	8	2	0	0 1 39
TOTALS		18,031	18,202	15,868	16,208	57	325	196	131	49	5,911	2,338	2,269	192 321 3,268

1998 Parochial Reports

Location	Parish	AVG. CHRISTIAN EDUCATION										OTHER CHURCH ACTIVITIES				NEW TOTAL	
		ATTEND. CHILD & YOUTH	 ADULT EDUCATION		WEEK DAYS		NO. OF DAY		CHOIR		YEAR		YEAR		YEAR	
		4 KEY	TEACHS	SUNDAYS	CHURCH	PRGRM	ATTEND	PRGRM	ATTEND	PRGRM	ATTEND	PRGRM	ATTEND	PRGRM	ATTEND	PRGRM	ATTEND
		SUNDYS	& LDERS	SCHOL													
Ahoskie	St. Thomas	77	16	46	3	30	0	0	0	0	12	0	69	\$119,000			
Atlantic Beach	St. Francis	55	4	10	2	10	5	13	0	0	0	0	57	\$68,000			
Aurora	Holy Cross	15	0	0	0	0	0	0	0	0	0	0	16	\$6,500			
Bath	St. Thomas	84	12	16	1	12	0	0	0	0	12	0	45	\$79,485			
Beaufort	St. Paul's	230	39	49	3	93	3	49	0	0	35	0	219	\$300,000			
Belhaven	St. James	24	1	4	0	0	1	5	0	0	0	0	18	\$20,000			
Belhaven	St. Mary's	16	2	8	0	0	0	0	0	0	0	0	6	\$9,050			
Burgaw	St. Mary's	35	0	0	0	0	0	0	0	0	0	0	23	\$25,000			
Chocowinity	Trinity	66	8	24	2	12	1	5	0	0	7	0	64	\$68,366			
Clinton	St. Paul's	50	4	11	1	10	1	20	0	0	7	0	35	\$64,013			
Columbia	St. Andrew's	12	0	0	0	0	1	3	0	0	0	0	7	\$9,220			
Creswell	Christ	14	0	0	0	0	0	0	0	0	0	0	6	\$2,160			
Creswell	Galilee	16	8	32	0	0	0	0	0	0	0	0	0	\$0			

1998 Parochial Reports

Location	Parish	AVG. ATTEND. 4 KEY SUNDYS	CHRISTIAN EDUCATION										OTHER CHURCH ACTIVITIES				NEW YEAR PLDG UNITS	TOTAL \$DOLL AMT PLDGD
			CHILD & YOUTH TEACHS		CHURCH SCHOL	ADULT EDUCATION		WEEK DAYS		NO. OF DAY STAFF	CHOIR MEMS	YEAR PLDG UNITS						
			& LDERS	SUNDAYS		SUN DAYS	ATTEND	PRGRM	ATTEN			SCHOOL	MEMS					
Edenton	St. John's																	
Edenton	St Paul's	160	12	70	2	30	2	15	0	0	16	0	140	\$251,000				
Elizabeth City	Christ																	
Elizabethtown	St Christopher's	29	2	3	1	6	1	4	0	0	0	0	18	\$37,670				
Engelhard	St. George's	36	3	5	40	8	7	30	0	0	8	0	16	\$15,500				
Farmville	Emmanuel	23	3	8	1	6	0	0	0	0	0	0	26	\$31,720				
Fayetteville	Good Shepherd	24	1	7	1	9	0	0	0	0	3	0	8	\$6,560				
Fayetteville	Holy Trinity	323	40	201	3	75	6	62	11	100	27	0	167	\$331,100				
Fayetteville	St. John's	250	23	98	2	25	1	5	7	49	62	0	263	\$395,429				
Fayetteville	St Joseph's	48	1	5	1	9	1	8	0	0	4	0	25	\$46,847				
Fayetteville	St Paul's	70	13	37	1	8	2	9	0	0	11	0	43	\$62,935				
Gatesville	St. Mary's	22	2	18	0	0	0	0	0	0	0	0	15	\$20,000				
Goldsboro	St. Andrew's	10	0	0	0	0	0	0	0	0	0	0	13	\$18,000				

1998 Parochial Reports

Location	Parish	*****CHRISTIAN EDUCATION*****										OTHER CHRCH ACTIVITY			NEW TOTAL		
		AVG.	ATTEND.	CHILD & YOUTH	SUNDAYS	ADULT	EDUCATION	WEEK DAYS	NO. OF DAY	CHOIR	PLDG	YEAR	PLDG	UNIT	PLDG	AMT	PLDGD
		4 KEY	TEACHS	CHRS	PRGRM	ATTEND	PRGRM	ATTEND	STAFF	SCHOOL	MENS	UNITS	PLDG	UNIT	PLDG	AMT	PLDGD
Goldsboro	St. Francis	94	8	22	1	7	1	39	0	0	14	0	59			\$110,486	
Goldsboro	St. Stephen's	27	125	18	50	1	20	1	10	0	0	16	0			\$0	
Greenville	St. Paul's	271	22	140	2	60	3	35	8	81	45	0					
Greenville	St. Timothy's	187	27	68	3	32	3	43	8	90	23	0	131			\$240,485	
Griton	St. John's/St. Mark's	42	0	0	2	15	0	14	0	0	4	0	0			\$0	
Hampstead	Holy Trinity	69	4	22	1	8	2	5	0	0	12	0	51			\$76,838	
Havelock	St. Christopher's	72	4	14	1	10	1	6	0	0	11	0	37			\$46,624	
Hertford	Holy Trinity	56	0	0	0	0	1	8	0	0	14	0	48			\$80,214	
Holly Ridge	St. Philip's	43	2	4	0	0	0	0	0	0	8	0	0			\$0	
Hope Mills	Christ Church																
Jacksonville	St. Anne's	145	20	52	5	26	4	21	20	131	12	0	116			\$189,947	
Kinston	St. Augustine's																
Kinston	St. Mary's	148	8	127	7	25	4	20	0	0	17	0	185			\$316,889	

1998 Parochial Reports

Location	Parish	AVG.	*****CHRISTIAN EDUCATION*****										NEW	TOTAL
			ATTEND. CHILD & YOUTH		***** ADULT EDUCATION*****		OTHR CHRCH ACTIVITIES		END		YEAR YEAR \$DOLL			
			4 KEY	TEACHS	CHURCH	SUNDAYS	ATTEND	WEEK DAYS	NO.OF DAY	CHOIR	PLDG	PLDG		
			SUNDYS	& LDRS	SCHOL	PRGRM	ATTEND	PRGRM	ATTEN	SCHOOL	MEMS	UNITS	PLDGD	
Leland	All Soul's, Northwest	25	0	0	0	0	0	1	8	0	0	0	13	\$17,944
Lumberton	Trinity	97	12	42	1	15	1	9	0	0	36	0	66	\$127,123
Morehead City	St. Andrew's	307	16	40	2	90	1	43	0	0	25	0	212	\$408,752
Nags Head	St. Andrew's	84	27	49	1	14	4	15	5	48	21	0	226	\$263,944
New Bern	Christ	594	60	140	4	100	16	150	0	0	70	0	415	\$679,551
New Bern	St. Cyprian's	62	6	15	1	5	1	14	6	15	15	0	34	\$25,000
Oriental	St. Thomas	94	29	1	15	4	6	0	0	0	0	58	88,922	\$0
Plymouth	Grace	20	6	7	40	10	10	8	0	0	8	0	22	\$37,238
Roper	St. Luke's/St. Anne's	20	0	0	0	0	1	7	0	0	0	0	16	\$15,500
Roxobel	St. Mark's	12	0	0	0	0	0	0	0	0	0	0	6	\$4,080
Seven Springs	Holy Innocents	55	5	11	1	6	0	0	0	0	9	0	40	\$40,726
Shallotte	St. James	135	6	27	2	12	2	11	0	0	15	0	115	\$145,956
Southern Shores	All Saints	110	7	37	0	0	4	30	0	0	0	0	60	\$100,782

1998 Parochial Reports

Location	Parish	AVG. ATTEND. 4 KEY SUNDYS	CHILD & YOUTH TEACHS & LDRS	*****CHRISTIAN EDUCATION*****												OTHER CHRCH ACTIVITIES			NEW YEAR PLDG UNITS	TOTAL \$DOLL AMT PLODD
				CHRGH SCHOL		ADULT SUN DAYS		EDUCATION***** WEEK DAYS		NO.OF DAY	CHOIR	MEMS	STAFF	SCHOOL						
				PRGRM	ATTEND	PRGRM	ATTEND													
Southport	St. Philip's	169	11	59	3	36	1	12	0	0	18	0	128	\$167,638						
Sunbury	St Peter's	22	3	10	0	0	0	0	0	0	0	0	6	\$9,000						
Swansboro	St. Peter's	146	8	40	0	0	3	20	0	0	14	0	95	\$95,316						
Trenton	Grace	10	0	0	0	0	0	0	0	0	0	0	11	\$0						
Vanceboro	St. Paul's	34	1	10	1	10	4	20	0	0	0	0	0	\$0						
Washington	St. Paul's	11	0	0	0	0	0	0	0	0	0	0	0	\$0						
Washington	St. Peter's	255	28	80	3	60	3	40	6	40	85	0	256	\$405,283						
Washington	Zion	47	2	7	0	0	15	25	0	0	0	0	49	\$31,000						
Whiteville	Grace	62	5	13	1	6	1	11	0	0	10	0	34	\$58,576						
Williamston	Advent	62	9	28	1	5	0	0	0	0	11	0	64	\$119,520						
Wilmington	Good Shepherd	101	12	53	6	12	4	14	0	0	9	0	61	\$76,948						
Wilmington	Servant	157	36	40	4	40	6	37	0	0	24	0	130	\$193,274						
Wilmington	St. Andrew's	269	20	55	6	60	3	40	0	0	19	0	348	\$407,010						

1998 Parochial Reports

Location	Parish	AVG. CHRISTIAN EDUCATION										OTHER CHURCH ACTIVITIES			NEW TOTAL	
		ATTEND. 4 KEY SUNDYS	CHILD & YOUTH TEACHS & LDGS	CHURCH SCHOL	SUNDAYS	ADULT WEEKDAYS	EDUCATION	CHOIR	NO. OF DAY	SCHOOL MEMS	PLDGG	PLDGG	PLDGG	PLDGG	AMT	PLDGG
Wilmington	St. James	374	62	420	3	95	4	20	14	116	81	0	405	\$640,684		
Wilmington	St. John's	253	17	84	3	57	2	22	0	0	69	0	154	\$259,048		
Wilmington	St. Mark's															
Wilmington	St. Paul's	212	16	46	60	46	10	40	0	0	27	0	173	\$256,000		
Windsor	St. Thomas'	56	9	22	1	10	1	15	0	0	10	0	49	\$65,494		
Woodville/Lewis	Grace	11	2	1	46	7	0	0	0	0	0	0	14	\$9,650		
TOTALS		6,711	827	2,466	347	1,227	176	1,031	96	ERR	940	ERR	94,048	\$7,732,274		

AVERAGE PLE \$118,968

1998 Parochial Reports

Location	Parish	PLATE AND PLDG	***** **REVENUES** *****			TOTAL OPERA REVS	*****			TOT WRK WITHIN CONG.	***** #EXPENSES*****			TOT WRK OUT CONGRE.	TOTAL OPER EXPS	NET DISPOS BUDGET INCOME
			TOTAL OPERA REVS	TOT NON OPER REVS	*****		*****	*****	*****		*****					
Ahoskie	St. Thomas	116,509	117,588	40,145	157,731	121,000	17,325	1,000	33,725	154,725	3,006					
Atlantic Beach	St. Francis	72,134	90,824	24,247	123,071	71,018	8,000	747	6,747	78,187	44,884					
Aurora	Holy Cross	7,594	14,655	27,548	42,200	11,860	800	0	600	12,260	29,940					
Bath	St. Thomas	114,335	120,524	17,974	138,498	89,074	19,700	18,178	41,030	130,104	8,394					
Beaufort	St. Paul's	298,587	311,499	0	311,499	210,948	48,200	7,375	53,575	284,523	48,976					
Belhaven	St. James	22,290	26,859	553	27,212	15,527	8,000	1,400	7,953	23,480	3,732					
Belhaven	St. Mary's	8,819	8,819	0	8,819	8,255	0	755	755	9,010	(191)					
Burgaw	St. Mary's	28,613	29,108	7,442	36,550	22,091	3,735	3,000	9,588	31,657	4,893					
Chocowinity	Trinity	67,388	79,872	8,843	88,715	72,501	8,413	1,123	16,379	90,255	(1,540)					
Clinton	St. Paul's	74,520	100,118	16,908	117,028	95,131	4,000	1,500	5,500	100,831	16,395					
Columbia	St. Andrew's	14,800	15,375	418	15,793	10,780	2,208	944	3,570	14,350	1,443					
Creswell	Christ	4,851	17,514	0	17,514	10,903	800	0	800	11,703	5,810					
Creswell	Galilee	4,348	4,448	0	4,448	3,455	450	0	450	3,905	543					

1998 Parochial Reports

Location	Parish	PLATE AND PLDG	*****		**REVENUES**		*****		*****		*****		*****		*****		*****		NET
			TOTAL OPER REVS	TOT NON OPER REVS	TOTAL OPERA REVS	*****	*****	*****	TOT WRK WITHIN CONG.	TO DIOCE & GENER CHURCH	*****	TOT WRK OUT CONGRE.	TOT OUTSIDE REACH	TOTAL OPER EXPS	DISPOS BUDGET INCOME				
Edenton	St. John's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Edenton	St. Paul's	201,623	257,689	54,437	312,126	207,985	273,704	33,022	2,893	41,115	314,819	(2,693)							
Elizabeth City	Christ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Elizabethtown	St. Christopher's	45,013	45,013	0	45,013	27,584	36,124	5,630	1,000	7,380	43,504	1,509							
Engelhard	St. George's	24,439	30,854	1,545	38,399	26,564	26,564	3,600	742	4,837	31,401	6,998							
Farmville	Emmanuel	32,728	36,138	7,570	43,708	23,999	28,399	3,813	100	5,763	32,162	11,546							
Fayetteville	Good Shepherd	21,465	25,151	382	25,533	14,542	14,542	3,932	311	4,719	19,261	6,272							
Fayetteville	Holy Trinity	350,471	423,237	149,198	578,528	333,000	409,149	118,525	22,595	146,620	555,769	22,757							
Fayetteville	St. John's	364,883	412,069	257,433	713,498	406,473	503,597	75,000	146,132	264,295	767,892	(54,394)							
Fayetteville	St. Joseph's	72,359	79,759	5,973	85,732	76,290	80,381	3,000	1,035	5,260	85,641	91							
Fayetteville	St. Paul's	83,784	97,827	12,684	110,511	100,594	107,219	5,695	3,987	11,206	118,425	(7,914)							
Gatesville	St. Mary's	16,096	18,716	0	16,716	18,726	16,726	2,250	260	2,510	19,236	(2,520)							
Goldsboro	St. Andrew's	18,422	18,989	323,010	343,999	16,362	16,362	2,300	476	3,332	19,694	324,305							

1998 Parochial Reports

Location	Parish	PLATE AND PLDG	*****			**REVENUES**			*****			*****			#EXPENSES####			*****			NET
			TOTAL OPER REVS	TOTAL OPER REVS	TOTAL OPER REVS	TOT NON OPER REVS	TOTAL OPER REVS	OPER EXPS	TOT WRK WITHIN CONG.	TO DIOCE & GENER CHURCH	OUT REACH CONGRE.	TOT WRK OUTSIDE CONGRE.	TOTAL OPER EXPS	DISPOS BUDGET INCOME							
Goldsboro	St. Francis	124,705	138,929	18,898	155,825	142,320	159,054	12,250	9	12,375	171,429	(15,604)									
Goldsboro	St. Stephen's	212,170	324,235	75,839	400,074	230,258	230,258	38,000	2,440	84,315	294,573	105,501									
Greenville	St. Paul's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Greenville	St. Timothy's	235,870	273,017	29,098	302,113	209,538	209,538	30,747	43,748	74,493	284,031	18,082									
Grafton	St. John's/St. Mark's	37,285	37,517	3,698	41,215	34,271	34,271	4,800	1,404	8,004	40,275	940									
Hampstead	Holy Trinity	88,184	95,418	28,378	123,792	85,690	90,712	15,818	2,592	20,078	110,790	13,003									
Havelock	St. Christopher's	55,305	81,858	2,029	63,887	58,546	58,546	1,500	0	2,888	59,434	4,453									
Hertford	Holy Trinity	88,580	105,905	12,238	118,143	98,130	104,645	10,800	2,398	15,947	120,592	(2,449)									
Holly Ridge	St. Philip's	18,195	17,190	0	17,190	13,980	13,980	930	1,435	2,365	16,345	845									
Hope Mills	Christ Church	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Jacksonville	St. Anne's	192,729	217,535	28,021	245,556	174,843	194,519	32,240	111	44,081	238,800	8,958									
Kinston	St. Augustine's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Kinston	St. Mary's	305,970	331,417	93,002	424,419	293,549	293,549	58,000	49,941	148,988	440,537	(18,118)									

1998 Parochial Reports

Location	Parish	PLATE AND PLDG	*****			**REVENUES**			*****			#####			#####			#####			NET		
			TOTAL	OPER	REVS	TOT NON	OPER	REVS	TOTAL	OPER	REVS	TOT WRK	TO DIOCE	TO DIOCE	TOT WRK	TOTAL	DISPOS	TOT WRK	TO DIOCE	TOT WRK	TOTAL	DISPOS	NET
Leland	All Soul's, Northwest	20,645	21,141			2,310			23,451	16,130		16,130	2,300		813	3,113	4,206	3,113	19,243				
Lumberton	Trinity	152,994	169,744			20,194			189,938	146,456		146,456	27,000		3,657	30,657	9,189	30,657	160,749				
Morehead City	St. Andrew's	436,563	496,963			600,393			1,099,356	731,961		731,961	35,122		208,653	245,576	121,617	245,576	977,539				
Nags Head	St. Andrew's	278,606	266,202			66,550			356,752	162,311		162,311	39,000		14,200	70,313	61,392	70,313	275,360				
New Bern	Christ	702,292	740,746			72,029			616,165	469,612		469,612	139,940		56,022	274,466	53,665	274,466	764,300				
New Bern	St. Cyprian's	31,544	47,923			0			56,723	58,600		58,600	5,600		600	6,400	(6,277)	6,400	65,000				
Oriental	St. Thomas	100,904	109,014			20,916			129,930	66,206		66,206	9,000		4,527	18,403	26,064	18,403	103,846				
Plymouth	Grace	49,366	66,564			4,342			76,656	76,556		76,556	2,490		0	2,490	(4,392)	2,490	61,046				
Roper	St. Luke's/St. Anne's	16,819	17,707			1,016			18,725	12,577		12,577	3,000		1,200	4,750	1,396	4,750	17,327				
Roxobel	St. Mark's	3,766	4,240			363			4,623	3,456		3,456	865		600	1,463	(316)	1,463	4,941				
Seven Springs	Holy Innocents	45,064	66,767			11,674			60,662	62,390		62,390	6,900		180	7,060	11,191	7,060	69,470				
Shallotte	St. James	130,965	156,663			635			159,498	128,799		128,799	10,000		5,225	15,225	9,224	15,225	150,274				
Southern Shores	All Saints	69,714	94,561			99,638			207,219	100,014		100,014	6,125		1,846	7,971	99,234	7,971	107,965				

1998 Parochial Reports

Location	Parish	PLATE AND PLDO	"REVENUES"			"EXPENSES"			"TOTALS"			"DISPOS"		
			TOTAL OPER REVS	TOT NON OPER REVS	TOTAL OPER REVS	TOT WRK WITHIN CONG.	TO DIOCE & GENER CHURCH	OUT REACH CONGRE.	TOT WRK TOTAL OPER EXP	TOT WRK TOTAL OPER EXP	NET	TOT WRK TOTAL OPER EXP	TOT WRK TOTAL OPER EXP	NET
Southport	St. Philip's	173,105	183,647	151,592	335,439	143,423	15,638	13,884	31,783	191,668	143,773			
Sunbury	St. Peter's	11,776	14,778	0	18,276	14,959	2,700	1,029	3,729	21,092	(2,814)			
Swansboro	St. Peter's	91,748	126,466	330	126,816	109,107	7,500	1,000	6,860	171,967	(45,149)			
Trenton	Grace	6,598	9,132	3,256	12,390	5,943	1,835	1,170	3,225	9,188	3,222			
Vanceboro	St. Paul's	20,668	24,741	0	27,130	21,105	2,004	545	2,549	23,654	3,477			
Washington	St. Paul's	6,713	10,213	667	10,879	7,377	0	1,317	1,317	12,247	(1,368)			
Washington	St. Peter's	395,684	433,712	25,246	471,480	334,478	51,500	24,205	91,922	433,268	38,192			
Washington	Zion	32,029	45,080	46,860	93,940	56,322	3,000	6,891	10,535	84,454	9,486			
Whiteville	Grace	72,798	78,813	447	79,060	88,508	5,400	3,640	9,667	78,195	865			
Williamston	Advent	115,145	117,455	103,007	222,077	97,491	58,042	1,525	60,201	185,310	56,767			
Wilmington	Good Shepherd	63,566	106,126	3,600	162,726	118,654	6,000	1,500	7,785	150,183	12,545			
Wilmington	Servant	184,567	204,376	16,751	221,127	180,037	8,760	5,654	24,408	210,988	10,139			
Wilmington	St. Andrew's	447,960	453,881	44,165	496,145	376,045	35,519	5,268	65,085	462,465	35,680			

1998 Parochial Reports

Location	Parish	PLATE AND PLDG	***** **REVENUES**		***** #EXPENSES#####		***** #EXPENSES#####		***** #EXPENSES#####		***** #EXPENSES#####		NET
			TOTAL OPER REVS	TOT NON OPER REVS	TOTAL OPERA REVS	OPER EXPS	TOT WRK WITHIN CONG.	TO DIOCE & GENER CHURCH	OUT REACH	TOT WRK OUTSIDE CONGRE.	TOTAL OPER EXPS	DISPOS BUDGET INCOME	
Wilmington	St. James	654,702	720,810	551,323	1,272,033	594,297	594,297	92,000	14,048	138,899	731,198	540,837	
Wilmington	St. John's	390,584	438,955	384,564	846,805	287,321	372,312	128,729	17,485	155,181	527,473	319,132	
Wilmington	St. Mark's	0	0	0	0	0	0	0	0	0	0	0	
Wilmington	St. Paul's	236,238	276,409	152,197	428,606	297,431	297,431	17,000	3,421	22,721	320,152	108,454	
Windsor	St. Thomas'	97,848	100,254	0	100,254	84,405	84,405	12,505	550	13,055	97,460	2,794	
Woodville/Lewis	Grace	12,406	14,574	451	15,026	4,055	4,055	3,490	350	4,789	8,824	6,202	
TOTALS		12,406	9,626,082	3,836,446	13,460,746	8,171,814	8,817,200	1,308,267	722,810	2,408,843	#####	2,234,702	

**CONSTITUTION
AND
CANONS
OF THE
DIOCESE OF EAST
CAROLINA**



The 116th Annual Convention
St. Patrick's
Fayetteville, North Carolina

Constitution

ARTICLE I **Territorial Limits**

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II **Accession to Constitution of Protestant Episcopal** **Church** **in the United States of America**

The Churches in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof.

ARTICLE III **Time and Place of Meeting of Annual Convention**

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the

convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds of both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions, but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention - subject to the provisions of Article IV, Sections 3 and 4 of this Constitution - shall hold over.

ARTICLE IV

Personnel of Convention

Section 1. The Convention shall be composed of the two Orders - Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the conventions.

The Bishop Coadjutor and the Bishop-Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote, provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31 preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to

appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V

Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds, and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI

Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any fewer number shall be competent to receive reports and to adjourn.

ARTICLE VII

When to Vote by Orders

When to Vote by Orders and Parishes

When to Vote by Delegates

Section 1. (A). Unless otherwise provided, voting upon all questions before the Convention shall be by Delegates, with a simple

majority of all ballots cast to determine the issue.

(B). Upon any question before the Convention when it may be required by any one clerical or lay member, the two orders shall vote separately. If a vote by Orders is required, each clerical member shall be entitled to one vote and each lay member to one vote, and a concurrence of majorities of both orders shall be necessary to a decision.

(C). A vote by Orders and Parishes is required in the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, as provided by Article XIII. A vote by Orders and Parishes is required to amend this Constitution, as provided by Article XVI. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote and each Parish shall be entitled to the same number of votes as the number of its lay delegates. For example, a Parish with five lay delegates shall be entitled to five votes, and a Parish with four lay delegates shall be entitled to four votes. A vote by Orders and Parishes shall be conducted in this manner: First, a quorum for the purpose of voting shall be necessary. A quorum for voting by orders and Parishes shall mean the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy), and the presence of delegates of two-thirds of the Parishes entitled to representation and vote. Second, the vote shall be taken by first calling the roll of the clergy with each clerical member depositing his or her ballot with the Tellers, and then calling the roll of the Parishes with one lay delegate depositing the ballots of the parish with the Tellers. Third, a majority of both Orders on the same ballot shall be required for an election or an affirmative vote to amend the Constitution.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X

Organization of Missionary Congregations

Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may be provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI

Authority of Rectors

Section 1. Any Presbyterian regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry of congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE VIII

Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall have power to fill the vacancy till such time as election shall be held.

ARTICLE IX

Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjutor (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such, may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one third of the

ARTICLE XII

Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII

Rule of Voting for Election of a Bishop Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV

Qualifications for Voting in Parochial and Mission Elections: Definitions

Section 1. In all Parochial and Mission elections, those entitled to vote therein shall meet the following qualifications:

(a) Be a person who has received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in the Episcopal Church or in another Christian Church, and whose Baptism has been duly recorded in the Episcopal Church; and

(b) Be sixteen years of age or older; and

(c) Have received Holy Communion in this Church at least three times during the preceding year; and

(d) Have been faithful in working, praying, and giving for the spread of the Kingdom of God; and

(e)

Have been enrolled as a member of the Parish or Mission by Letter of Transfer, Certificate of Membership, or other canonical measure; and

(f) Shall have subscribed to the following declaration:

I do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in and by the General Convention of the Episcopal Church, and by the Constitution and Canons of the Diocese of East Carolina.

Section 2. Wherever the words “communicant” or “communicant in good standing” appear in this Constitution or in the Canons of the Diocese, such word is defined as set forth in Section 1 of this Article XIV. Whenever the words “confirmed communicant” or “confirmed communicant in good standing” appear in this Constitution or in the Canons of the Diocese, those words shall be defined as set forth in Section 1 of this Article XIV, with the additional requirement that the person so defined shall have been confirmed by a Bishop of this Church or a Bishop of a Church in communion with this Church, or shall have received by a Bishop of this Church.

ARTICLE XV

Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI

Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention, and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII
When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

1 **CANONS of the DIOCESE OF EAST CAROLINA**

2 **TITLE I. Convention of the Diocese;**
3 **Diocesan Officers and Representatives.**

4 **CANON 1**
5 ***Members of Convention***

6 Section 1. *Clergy*. It shall be the duty of the Secretary,
7 before the opening of the Annual Convention to apply to
8 the Ecclesiastical Authority for a correct list of the Clergy
9 entitled to seats. Such list shall be prima facie evidence
10 of said title, and from it the Secretary shall prepare the
11 roll for the purpose of organization.

12 Section 2. *Laity*. The Clerk of the Vestry of each Parish
13 and the Clerk of each Mission electing Lay Delegates to
14 the Convention shall furnish three certificates of said
15 election. One shall be handed to the Delegates elect, one
16 shall be forwarded to the Secretary of the Convention, and
17 one to the Convention Registrar, the latter two to be
18 mailed at least six weeks before the time appointed for the
19 opening session of the Convention. From these certificates
20 the Secretary shall prepare a list of Lay delegates to
21 ascertain the presense of a quorum, and shall insert no
22 name upon the list without evidence of one of said
23 certificates, unless specifically directed by the
24 Convention. Defective or doubtful certificates shall be laid
25 aside to be acted upon after the Convention shall have
26 been organized.

27 Section 3. *Ex-Officio Members*. The Trustees of the
28 Diocese, the members of the Standing Committee, the
29 members of the Executive Council, the Directors of the
30 Episcopal Foundation of the Diocese of East Carolina,
31 Incorporated, the Deans of the Deanery Council, the
32 members of committees and commissions elected by the

1 Convention, the Secretary, Treasurer, Chancellor, and
2 Historiographer shall be ex-officio members of the
3 Convention, but without the right to vote unless otherwise
4 entitled to vote in the Convention by reason of status other
5 than that enumerated in this section.

6 Section 4. The following committees shall be included in
7 the committees of the Convention:

8 (a) The Committee on Canons shall consist of
9 three members of the clergy and three lay persons,
10 appointed by the Bishop at the annual Convention.

11 (b) The Committee on Relations to and
12 Communications from the General Convention
13 shall consist of the elected clerical and lay deputies
14 to the General Convention and such other persons,
15 not exceeding four, as may be appointed by the
16 Bishop at the annual Convention; the clerical
17 deputy elected by the largest number of votes shall
18 chair the committee.

19 (c) The Diocesan Convention Committee shall
20 consist of three members of the clergy and four lay
21 persons, appointed by the Bishop. The Secretary of
22 the Convention and the Chairman of the Liturgical
23 Commission shall be ex-officio members of the
24 committee. The committee shall make
25 recommendations with regard to the dates and
26 places of annual and special Conventions, shall
27 make proper arrangements for each meeting, shall
28 set registration fees and other charges, shall
29 prepare and submit annually to the Finance
30 Department a budget for expenses of the
31 Convention and for publication of the Diocesan
32 Journal, shall keep records of receipts,
33 disbursements and proceedings, and shall perform
34 such other duties as may be assigned by the
35 Convention or by the Bishop.

36 (d) The Committee on the Bishop's Address shall

consist of two members of the clergy and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

Section 5. *Expenses of Delegates.* Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid by the parish or mission which he or she represents; provided, that the amount in each case shall not exceed such limits as may be fixed by the vestry of such parish or mission.

CANON 2

Worship at Convention

The Holy Eucharist shall be celebrated on the first day of each annual or special convention of the Diocese, and any other services of worship may be held at the discretion of the Ecclesiastical Authority.

CANON 3

Rules of Order

The Convention shall adopt rules of order, which shall continue in force until altered, and in the absence of such action, its proceedings shall be governed by the latest edition of "Robert's Rules of Order, Revised Edition."

CANON 4

Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy

1 and Lay Delegates entitled to seats therein; in the Absence
2 of both the Bishop and the President of the Standing
3 Committee, shall call the Convention to order for the
4 purpose of organization; shall keep a record of its
5 proceedings, under its direction, in a suitable book to be
6 kept for that purpose; and shall be admitted to a seat in
7 the Convention and to participation in its deliberations,
8 without the right of voting, unless otherwise entitled to
9 vote in the Convention by reason other than holding the
10 office of Secretary.

11 Section 2. The Secretary shall prepare and issue the
12 Journals as may from time to time be directed by the
13 Convention, and shall preserve thirty copies of the same
14 for the use of the members of the next succeeding
15 Convention, together with such other papers in his or her
16 keeping as may be required for reference. The Secretary
17 shall also prepare a complete list of the parishes and
18 missions entitled to representation and shall publish such
19 list in the Journal.

20 Section 3. The Secretary is hereby authorized upon
21 voucher approved by the Chair, or other designated
22 member of the Department of Administration to draw
23 upon the Treasurer for the amount of expenses necessarily
24 incurred from time to time, in discharging the duties
25 prescribed by this Canon.

26 Section 4. The Secretary of each Parish or Mission is
27 directed to transmit to the Secretary of the Diocese, as
28 soon as practical after the election of delegates to each
29 annual Convention of the Diocese, a list showing the
30 names of the delegates and alternates to said Convention
31 from his or her Parish or Mission.

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1 belonging to the Diocese to The Episcopal Foundation of
2 The Diocese of East Carolina, Incorporated, to be held
3 temporarily or for a specified or indefinite time, to be
4 managed and invested by the Foundation and to be
5 returned to the Treasurer in accordance with his
6 instructions.

7 **CANON 6**

8 *Chancellor*

9 Section 1. The Chancellor, who shall be a member of the
10 legal profession, and a communicant of the Church in this
11 Diocese, shall be elected upon nomination by the Bishop.
12 The Chancellor shall be the legal advisor of the Bishop, of
13 the Standing Committee, of the Executive Council and of
14 the Trustees of the Diocese and counsel in all suits of law
15 that may arise in the administration of the affairs of the
16 Diocese, and shall be admitted to a seat in the Convention
17 and to participation in its deliberations, without the right
18 of voting, unless otherwise entitled to vote in the
19 Convention by reason other than holding the office of
20 Chancellor.

21 Section 2. If the Chancellor dies, resigns or becomes
22 incapacitated, a successor shall be appointed by the
23 Bishop to serve until the next Annual Convention.

24 **CANON 7**

25 *Historiographer*

26 Section 1. The duty of the Historiographer shall be to
27 receive and safely keep all books, documents and
28 manuscripts belonging to the Diocese not required to be
29 kept by any other persons or officer; to collect and
30 preserve such materials as can be obtained relative to the
31 history of the Diocese and of particular Parishes; and to
32 catalogue and classify all books, documents and papers,

1 so as to make their contents accessible for reference.

2 Section 2. The Historiographer shall annually report in
3 writing to the Convention, showing with such detail as
4 may be expedient, the condition of the materials in the
5 possession of the Diocese, and the additions made to them
6 from time to time, with such suggestions as may be
7 proper. The Historiographer shall be admitted to a seat in
8 the Convention, and to participation in its deliberations
9 without the right of voting, unless otherwise entitled to
10 vote in the Convention by reason other than holding the
11 office of Historiographer.

12 **CANON 8**

13 ***The Executive Council***

14 Section 1. The Executive Council, as hereinafter
15 constituted, shall administer and carry on the missionary,
16 educational and social work of the Church in this Diocese,
17 of which work the Bishop shall be the executive head.

18 Section 2. The Executive Council shall exercise all the
19 powers of the Diocesan Convention between the meetings
20 thereof, in connection with the unification, development
21 and prosecution of the work of missions, church
22 extension, religious education, Christian social service and
23 the Church Pension Fund and all Diocesan Institutions;
24 for the performance of such work as may be committed to
25 it by the Diocesan Convention, and for the initiation and
26 development of such new work between said meetings as
27 it may deem necessary, subject however, to the provisions
28 of the Constitution and Canons, and other directions of
29 the Diocesan Convention.

30 Section 3. The Executive Council shall be composed of
31 the following members:

- 1 (a) the Bishop, and the Bishop Coadjutor or the
2 Bishop Suffragan, if there be either;
3 (b) the President of the Standing Committee, the
4 Secretary, the Treasurer, and the Chancellor, all of
5 whom shall be ex officio members, with voice but
6 no right of voting;
7 (c) sixteen members, nominated and elected as
8 follows:
9 (i) six "at large" members, three of whom
10 shall be clergy and three of whom shall be
11 lay persons who are confirmed
12 communicants in good standing of any
13 congregation in the diocese and are 16
14 years of age or older, nominated by any
15 delegate to Convention under such
16 guidelines as may be published by the
17 Secretary from time to time and elected by
18 Convention as set forth herein; and
19 (ii) 2 members representing each Deanery
20 of the Diocese, one clergy person, and one
21 lay person who is a confirmed
22 communicant in good standing, nominated
23 by the Deanery Council under guidelines
24 published by the Secretary from time to
25 time and elected by the Convention
26 annually as set forth herein.

27 Section 4. The members of the Executive Council shall be
28 elected by vote of Convention for three year terms;
29 provided that at the 1994 annual Convention of the
30 Diocese, one half of the lay members and one half of the
31 clergy members shall be elected to one year terms, such
32 members to be designated at the time of their nomination
33 as candidates to a one year term of office. A member who
34 has served two consecutive years on the Executive
35 Council shall not be eligible for re-election, or for
36 appointment to fill a vacancy, until one year after the

1 expiration of his or her term. The Executive Council shall
2 have power to fill any vacancy in the Council that may
3 occur through death or resignation of any member,
4 provided that the person elected to fill an unexpired term
5 shall meet the classifications for membership of the person
6 whose vacancy is being filled. Appointments to fill any
7 such vacancy shall expire at the close of the next annual
8 Convention following appointment. Any person appointed
9 to fill a vacancy who is eligible for election but is not
10 elected to the Executive Council at the next following
11 Annual Convention may not be appointed to fill any
12 subsequent vacancy for a period of one year following
13 such Convention.

14 Section 5. The Bishop shall chair the Executive Council.
15 The Council may elect one of its own members, whether
16 clerical or lay, as Vice Chair and prescribe the duties of
17 the office. The Secretary of the Convention shall be the
18 Secretary of the Executive Council.

19 Section 6. The Executive Council shall provide for a
20 Department of Administration and shall have power, from
21 time to time, to organize such other departments and
22 committees as it may deem necessary or advisable to carry
23 out its responsibilities, and it shall determine the scope of
24 the work of all departments and committees. The standing
25 departments of the Diocese shall be the following, unless
26 changed by the Executive Council: the Department of
27 Communications; the Department of Congregations and
28 Development; the Department of Diocesan Missionary
29 Outreach; the Department of Christian Formation; the
30 Department of Administration; and the Department of
31 Youth and Camps. The Bishop shall appoint the chair and
32 members of each department or committee of the Diocese.
33 Each department or committee shall make a report, at
34 least annually, to the Bishop and the Executive Council.
35 The Executive Council may enact all necessary by-laws

1 for its own government, and for the government of each
2 department and committee, subject to the provisions of the
3 Canons of the Diocese and any resolutions adopted by the
4 Convention of the Diocese.

5 Section 7. The Executive Council shall submit to each
6 annual meeting of the Diocesan Convention a report of the
7 work done under its supervision for the preceding year,
8 which report shall include the annual report of the
9 Treasurer. The Executive Council shall also at each
10 annual meeting of the Diocesan Convention submit for its
11 approval and adoption a budget for all the work
12 committed to the Council, including the general work of
13 the Church in the Diocese, and such other work as it has
14 undertaken, or proposed to undertake for the ensuing
15 year. The following, among other items, shall be
16 included in budgeted income: pledges of Parishes and
17 Missions for the support of the Diocese, including pledges
18 from prior years, any budget surplus from the preceding
19 year, and unrestricted income from trust funds,
20 investments, permanent or unappropriated funds and
21 reserves and unrestricted income from The Episcopal
22 Foundation of The Diocese of East Carolina,
23 Incorporated. Provision may be made in said budget for
24 the necessary and reasonable expenses of the officers and
25 members of the Executive Council. Such budget and
26 estimate shall be considered by the Diocesan Convention
27 and appropriate action taken. The Executive Council shall
28 have power to make or delegate to others the making of
29 all decisions with regard to the acceptance, receipt, use,
30 management, investment, disbursement and transfer of
31 unbudgeted receipts and gifts or bequests of money,
32 securities or property received by the Diocese or any
33 officials or agencies thereof (except gifts or bequests to
34 the Bishop's Discretionary Fund and restricted funds of
35 the Episcopal Foundation of The Diocese of East
36 Carolina, Incorporated), subject, however, to the

1 provisions of any will, agreement, restriction or
2 designation governing such gifts or bequests and subject to
3 action of the Diocesan Convention.

4 Section 8. The Executive Council shall meet with the
5 Bishop at such stated times as it, with the Bishop's
6 concurrence shall appoint, at least twice a year, and at
7 such other times as the Bishop shall convene it. Fourteen
8 voting members of the Executive Council, including at
9 least seven in the Clerical Order and six in the Lay Order,
10 with the Bishop or Vice-Chair, shall constitute a quorum;
11 the Vice-Chair, if a voting member, shall be counted as a
12 member in determining a quorum. A meeting shall be
13 called by the Bishop, or if there is no Bishop in the
14 Diocese, by the Vice-Chair, at any time upon written
15 request of at least five members of the Executive Council.
16 Ten days' notice of such meeting shall be given by the
17 Secretary.

18 Section 9. All salaries, other than that of the Bishop, and
19 those fixed by the Diocesan Convention, shall be fixed by
20 the Executive Council.

21 Section 10. With the exceptions hereinafter noted, all
22 departments, committees, commissions and boards of the
23 Diocese shall be responsible to and shall report annually
24 to the Bishop and Executive Council. The exceptions are:
25 the Standing Committee; the Committee on Canons; the
26 Committee on Relationship to and Communications from
27 the General Convention; the Trustees of the Diocese; the
28 Committee on Parishes and Missions; the Church Pension
29 Fund Committee; any committee appointed by the Bishop
30 which is directly responsible and to report only to the
31 Bishop; and any committee appointed or elected by
32 Convention or under its authority which is directed to be
33 responsible and report only to the Convention or to report
34 in a manner inconsistent with this Section 10. The

1 Executive Council shall be the sole custodians of all
2 existing committee records and reports.

3 Section 11. No committee, commission or department
4 shall be created by the Bishop or by the Executive Council
5 or by the Convention of the Diocese without, at the time
6 of its creation, such committee, commission or
7 department being denominated a "standing" committee,
8 commission or department of the Diocese, or if not, there
9 being a fixed period of duration or a specified task to be
10 performed by the committee, commission or department,
11 at the expiration or conclusion of which the committee,
12 commission or department shall cease to exist without
13 further action by the Bishop, the Executive Council or the
14 Convention of the Diocese.

15 Section 12. The Bishop may appoint members of the
16 clergy and lay persons of the Diocese, not exceeding
17 eighteen in number, as members of a Consulting
18 Committee. Members of the committee shall serve for one
19 year. They may attend meetings of the Executive Council
20 at the invitation of the Bishop and may participate in its
21 deliberations but shall have no right of voting unless
22 otherwise entitled to vote on the Executive Council by
23 reason of status other than that enumerated in this section.

24 CANON 9

25 *Deputies to General Convention*

26 Section 1. At each annual Convention held in the year
27 preceding the year in which a regular session of the
28 General Convention is held, there shall be elected four
29 Clerical Deputies, who are Presbyters or Deacons
30 canonically resident in the Diocese, and four Lay Deputies
31 to the General Convention, who shall be confirmed
32 communicants in good standing of this Church, having
33 domicile in the Diocese. There shall also be elected four

1 alternate Clerical and four alternate Lay Deputies, subject
2 to the same qualifications as the original Deputies above
3 mentioned. Such election may, if the Convention so
4 decrees by a majority vote, be made upon a majority of
5 the votes cast, or upon a plurality, whereby the four
6 persons receiving the four highest number of votes shall
7 be elected as Deputies, and the four next highest shall be
8 elected as Alternates.

9 Section 2. The members of the deputation who are elected
10 shall be recorded in the order of their election as indicated
11 by the number of votes cast for each and in the case of the
12 same number of votes having been cast for two or more in
13 either Order, precedence shall be given to the Clerical
14 alternates in the order of official, and to the Lay
15 Alternates in the order of personal, seniority; and the
16 Secretary shall insert the names of the alternates in this
17 order upon the Journal.

18 Section 3. Deputies elected to the General Convention,
19 finding themselves unable to attend, shall, four weeks at
20 least before the time of meeting, give notice to the
21 Diocesan Secretary, who shall at once notify the proper
22 alternate.

23 Section 4. Each Deputy to the General Convention,
24 actually attending the same, shall be entitled to have the
25 necessary expenses incurred by such attendance paid out
26 of the funds of the Diocese; provided, the amount shall
27 not exceed such limit as may from time to time be fixed
28 by the Executive Council.

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CANON 10
Delegates to Provincial Synod

The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.

CANON 11
Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter or Deacon and two Lay persons, confirmed communicants in good standing resident in this Diocese, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claim upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12

Trustees of the Diocese

Section 1. The Bishop, and when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to the use of principal or income and under conditions that require holding the funds, monies or securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order and are authorized to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years and may not serve more than two consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each Annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected. Persons eligible for election shall be eighteen (18) years of age or older, confirmed

1 communicants in good standing and residents within the
2 Diocese.

3 Section 3. The Trustees of the Diocese are authorized
4 with the approval of the Executive Council, to transfer
5 trust funds and other investment property of the Diocese,
6 vested in or held by the Trustees, to The Episcopal
7 Foundation of the Diocese of East Carolina, Incorporated,
8 to be held, managed and invested for the benefit of the
9 Diocese, subject in every case to the provisions of any
10 will or agreement controlling investment, management,
11 use or disbursement of said funds and property, and
12 subject to applicable federal and state laws and the
13 constitution and canons of this Diocese and of The
14 Episcopal Church. At any time, on reasonable notice, the
15 Trustees with the approval of the Executive Council may
16 require The Episcopal Foundation of The Diocese of East
17 Carolina, Incorporated, to return and transfer back to the
18 Trustees any trust funds or other investment property
19 transferred to the Foundation pursuant to this section 3.

20 Section 4.

21 (a) Whenever the title to real property in any
22 Parish is vested in the Trustees of the Diocese for
23 the benefit of the Parish, the said Trustees shall
24 have the power to convey said property upon the
25 written request of the Vestry of such Parish, if in
26 the opinion of said Trustees it is advisable so to
27 do; but if, in their opinion, it is not advisable to
28 make such conveyance, they shall report the facts
29 to the next Convention.

30 (b) Whenever title to real property is vested in the
31 Trustees for the benefit of any Mission or
32 organization of the Diocese other than a Parish,
33 the said Trustees shall have the power to convey
34 said property upon written request and approval of
35 the Bishop, or the Ecclesiastical Authority, and

1 upon like request shall have the power to convey
2 the property and reinvest the proceeds in other
3 property, such reinvestment to be held in trust for
4 the benefit of such Mission or organization.

5 (c) The title to all real estate belonging to the
6 Diocese in its own right is hereby declared to be
7 vested in the Trustees of the Diocese, and the
8 Trustees of the Diocese are hereby authorized to
9 convey said property in fee simple, whenever in
10 their judgment such action is for the best interest
11 of the Diocese, but no such action shall be taken
12 except by unanimous consent of all the Trustees of
13 the Diocese.

14 Section 5. Any vacancy occurring in this Board by death
15 or otherwise may be filled by the Ecclesiastical Authority.

16 **CANON 13**

17 ***Diocesan Commission on Ministry***

18 Section 1. There shall be a Diocesan Commission on
19 Ministry, consisting of eight Priests canonically resident
20 in the Diocese, one Vocational Deacon, and four lay
21 persons, communicants of this Church and residents of the
22 Diocese. The members of the Commission shall be elected
23 by the Convention, on nomination by the Bishop, for
24 four-year terms. One Vocational Deacon shall be elected
25 every four years. Two priests and one lay person will be
26 elected annually; provided, that the number elected and
27 the terms may be varied initially to produce such
28 staggered terms. No member who has served on the
29 Commission shall be eligible for re-election, or
30 appointment to fill a vacancy, until one year after the
31 expiration of the member's previous term of office. The
32 Standing Committee shall elect priests, the Vocational
33 Deacon or lay persons, on nomination by the Bishop, to
34 fill any vacancy that may occur on the Commission

1 between annual meetings of the Convention. The chair of
2 the Commission shall be a priest designated annually by
3 the Bishop from the members of the Commission.

4 Section 2. The Commission shall perform the duties and
5 functions prescribed in Title III, Canon 1, of the General
6 Church Canons, shall conduct and evaluate the
7 examination of persons for Holy Orders, in supporting the
8 development, training, utilization and affirmation of the
9 ministry of the laity in the world, and shall perform such
10 other duties as may be assigned to it by the Bishop.

11 **TITLE II: Deaneries; Parishes and Missions of the**
12 **Diocese.**

13 **CANON 1**
14 ***Deaneries***

15 Section 1. *Deaneries.* The Diocese shall be divided into
16 Deaneries, the number and territorial boundaries of which
17 shall be fixed from time to time by the Bishop, with the
18 advice and consent of the Executive Council.

19 Section 2. *Purpose.* The Deaneries are established for the
20 purpose of providing communication and coordination
21 between congregations of the Diocese, between Vestries
22 of the various congregations, and between the
23 congregations of the Deaneries and the Diocesan
24 Departments and staff. The Deaneries shall have the
25 following responsibilities:

- 26 (a) To provide an effective means of
27 communication among the Bishop, the Executive
28 Council, the Diocesan Standing Departments, and
29 the congregations of the Diocese;
30 (b) To provide a regional forum for organizing and
31 conducting programs which will contribute to the
32 enrichment of congregational and diocesan life;
33 (c) To assist member congregations in all possible

1 ways to insure the maintenance of strong, effective
2 congregations;

3 (d) To work in conjunction with and under the
4 supervision of the Department of Congregations
5 and Development to develop and implement on-
6 going programs of congregational growth and
7 development, including but not limited to the
8 formulation of plans and procedures for
9 establishing new congregations and closing
10 existing congregations as the need for such action
11 arises;

12 (e) To work, in conjunction with the Department
13 of Diocesan Missionary Outreach and the Creative
14 Christian Stewardship Committee, and any other
15 group or organization, to develop and support
16 existing and new parochial, regional or diocesan
17 ministries, and to encourage and facilitate
18 involvement in such work by congregations within
19 the deanery;

20 (f) To develop, facilitate and promote, in
21 cooperation with the Department of Christian
22 Formation, sound and effective parochial and
23 regional catechesis of those to be baptized,
24 confirmed or received into the Episcopal Church;

25 (g) To cooperate with Diocesan staff in presenting
26 annually a pre-convention meeting at which all
27 delegates to Diocesan Convention, and
28 congregations through their deanery council
29 representatives shall be given an opportunity to
30 review and become familiar with all issues on the
31 proposed convention agenda, and an opportunity to
32 propose items for inclusion in the final convention
33 agenda.

34 Section 3. *Deanery Councils*. In each Deanery there shall
35 be a Deanery Council which shall discharge the
36 responsibilities of the Deanery, the members of which

1 shall be:

- 2 (a) the parochial clergy working within the
3 Deanery, including Rectors, Interim Priests,
4 Priests-in-Charge, clergy assistants in any parish
5 or mission by whatever title called, and deacons
6 assigned by the Bishop to any parish or mission
7 within the Deanery; provided, that upon any
8 matter for which a vote is required in the
9 transaction of the business of the Deanery Council,
10 there shall be only one clergy vote from each
11 parish or mission of the Deanery, said vote to be
12 cast by the Rector, Priest-in-Charge or Interim
13 Rector of the parish or mission, or by one
14 delegated that authority in writing by the Rector,
15 Priest-in-Charge or Interim Rector; and,
16 (b) one lay deanery representative from each
17 parish or mission within the Deanery, nominated
18 by the Vestry of each parish or mission and
19 appointed by the bishop for a two-year term. The
20 lay deanery shall be a confirmed communicant in
21 good standing of that parish or mission, and who
22 may or may not be a member of the Vestry;
23 provided that in the event the lay deanery
24 representative is not a member of the Vestry of the
25 parish or mission, the representative shall be an
26 ex-officio member of the Vestry while holding
27 office, with seat and voice, but no vote, in the
28 transaction of the business of the Vestry; and,
29 (c) the members of the Executive Council of the
30 Diocese who are members of the parishes and
31 missions of the Deanery who are not otherwise
32 members of the Deanery Council under the
33 provisions of the preceding paragraphs of this
34 Section, which members shall be ex officio
35 members of the Deanery Council, with voice but
36 no right of voting unless entitled to vote by virtue
37 of membership under the preceding paragraphs of

1 this section.

2 Section 4. *Deanery Officers.* The Bishop shall annually
3 appoint a Dean for each Deanery from among the
4 members of the Deanery Council, who shall convene and
5 preside over the meetings of the Deanery Council, and
6 who shall meet with the other Deans of the Diocese and
7 the Bishop at least quarterly, at such time and place as the
8 Bishop shall set. In addition to the Dean appointed by the
9 Bishop, the Deanery Council shall elect, at its first
10 meeting each calendar year, such other officers as it
11 deems expedient for the transaction of its business.

12 Section 5. *Meetings of the Deanery Council.* Each
13 Deanery Council shall meet every other month during the
14 calendar year, beginning in January with the pre-
15 convention meeting which shall be held at a time and
16 place determined by the Dean in consultation with the
17 Bishop. Meetings of the Deanery Council may be held at
18 any place within the Deanery at times established by the
19 Deanery Council and published to each congregation
20 within the Deanery. A special meeting of the Deanery
21 Council may be called by the Bishop or the Dean or upon
22 the written request to the Dean of seven members of the
23 Deanery Council. At least 7 days notice of any meeting of
24 the Deanery Council shall be given to each congregation
25 within the Deanery.

26 Section 6. *Attendance at Council Meetings.* It shall be the
27 duty of each Clergy member of the Deanery Council to
28 attend every meeting of the Deanery Council of which he
29 or she is a member. If a Lay member of the Deanery
30 Council fails to attend two consecutive meetings of the
31 Council without reasonable excuse, that member shall be
32 removed from the Deanery Council, and the vacancy thus
33 created shall be filled within thirty days by the Vestry of
34 the congregation represented.

1 Section 7. *Annual Conference with Bishop*. There shall
2 be, and the Bishop shall provide for, an annual conference
3 of deanery council members from all five deaneries with
4 the Bishop for the purpose of communication and
5 planning. In the event that any member requires assistance
6 in defraying the cost of attendance at this annual meeting
7 with the Bishop, the congregation represented by such
8 member shall provide for reimbursement of such costs.

9 CANON 2

10 *Congregations of the Diocese*

11 Section 1. *Types of Congregations*. There shall be two
12 types of congregations recognized in the Diocese: parishes
13 and missions. There shall be no distinction between
14 parishes and missions of the Diocese with regard to
15 representation and voting rights in conventions of the
16 diocese, which rights shall be determined in conformity
17 with Article IV of the Constitution of the Diocese, or
18 representation and voting rights in the Deaneries of the
19 Diocese, which rights shall be determined in conformity
20 with Title II, Canon 1, of the Canons of the Diocese.

21 Section 2. *Boundaries of Congregations*. Congregational
22 boundaries shall coincide with the fixed civil political
23 boundaries, as fixed by the laws of the state of North
24 Carolina, of towns, cities, or counties. The boundaries of
25 any parish or mission of the Diocese shall be the largest
26 such political subdivision of the State of North Carolina in
27 which there exists only one congregation of the Diocese.
28 In the event that more than one congregation is located
29 within the corporate boundaries of a town or city, the
30 boundaries of each of the congregations so located shall
31 be the corporate limits of such town or city, and the
32 parochial cures of each such congregation shall be the
33 same.

Section 3. *Missions*. An organized mission of the Diocese is a congregation of ten or more confirmed communicants in good standing of the Episcopal Church, 16 years of age or older, together with such other persons who desire to be members thereof, which has not been admitted into union with convention as a parish, and which has been recognized and accepted as a mission of the Diocese in accordance with this Canon. A mission may be formed by any of the following methods:

- (a) by voluntary association of confirmed communicants of the Episcopal Church in accordance with Section 4 of this Canon;
- (b) by extension of any existing parish into a mission congregation with the consent of the Bishop and under the supervision of the Department of Congregations and Development; or
- (c) by establishment of a mission by the Bishop with the advice and consent of the Executive Council of the Diocese under plans formulated by the Department of Congregations and Development.

Section 4. *Admission of Organized Missions*. A congregation as described in Section 2 of this Canon shall be admitted into union with convention and recognized as an organized mission of the Diocese upon vote of convention after certification by the Department of Congregations and Development, in consultation with the Deanery Council of the relevant Deanery of the Diocese, that the following requirements and conditions have been met:

- (a) Consent of the Bishop to the organization of the congregation;
- (b) Consent of the Rector or other clergy in charge of any congregation within the boundaries of which the petitioning congregation intends to locate its primary place of worship;

1 (c) Adoption, with the consent of the Bishop, of a
2 name by which the congregation shall be known;
3 (d) Election of a Vestry in accordance with the
4 Canons of the Diocese;
5 (e) Provision, both financial and otherwise, of a
6 schedule and place of at least weekly worship,
7 with provision for the celebration of Holy
8 Eucharist at least one Sunday of each month;
9 (f) Adoption of a plan of development and mission
10 which has been approved by the Department of
11 Congregations and Development under such
12 guidelines as the Department may adopt from time
13 to time, with provision for adequate congregational
14 financial support and a commitment to the mission,
15 program and financial support of the Diocese;
16 (g) Adoption of the following statement by at least
17 ten confirmed communicants in good standing,
18 sixteen years of age or older, who are members of
19 the proposed mission, signified by their signatures
20 upon a copy of said statement, submitted to the
21 Bishop prior to the consideration of convention of
22 the request for admission:

23 "We, the undersigned, being confirmed
24 communicants of the Episcopal Church,
25 and being at least sixteen years of age,
26 having formed ourselves into a
27 congregation known
28 as _____,
29 at _____,
30 North Carolina, do hereby certify
31 that all requirements and conditions
32 for admission to union with the
33 Convention of the Diocese of East
34 Carolina as contained in the
35 Constitution and Canons of the
36 Diocese have been met. We further
37 certify that we hereby consent to be

1 governed by the Constitution and
2 Canons of the Episcopal Church, as
3 established by its General
4 Convention, and by the Constitution
5 and Canons of the Diocese of East
6 Carolina, and we recognize the
7 Bishop of East Carolina as the
8 Ecclesiastical Authority of the
9 Diocese, and as chief pastor and
10 spiritual and ecclesiastical authority
11 of the congregations of the Diocese.
12 We hereby request recognition as an
13 organized mission of the Diocese
14 and admission into union with the
15 convention thereof.

16 In witness whereof, we have
17 hereunto signed our names, this the ____
18 day of _____, 19__."

19 (h) Establishment of a relationship with a priest
20 selected by the Bishop with the consent of the
21 Vestry, with provision for worship services and
22 pastoral care for the congregation under terms and
23 conditions approved by the Bishop.

24 Upon an affirmative vote of convention to any such
25 petition, the mission thus admitted shall immediately be
26 seated in the convention of the diocese, with full voice
27 and vote, in accordance with the Constitution and Canons
28 of the Diocese, and shall thereafter comply fully with all
29 the requirements of said Constitution and Canons, and of
30 the Constitution and Canons of the General Convention of
31 the Episcopal Church and be known as an organized
32 mission of the Diocese of East Carolina.

33 Section 5. *Parishes*. A recognized congregation of the
34 Diocese of East Carolina with at least twenty-five
35 confirmed communicants in good standing, 16 years of

1 age or older, and in the case of a new parish, which has
2 existed as an organized mission of the diocese for at least
3 one year, and which has been admitted to union with the
4 Convention of the Diocese as such, shall be recognized as
5 a parish. A mission of the Diocese shall be admitted to
6 status as a parish by vote of convention after certification
7 by the Department of Congregations and Development
8 that the following requirements and conditions have been
9 met:

- 10 (a) Existence as an organized mission of the
- 11 Diocese for a period of at least one year;
- 12 (b) Maintenance of a regular place of worship;
- 13 (c) Establishment of a relationship with a Rector
- 14 under the Canons of the Diocese who is
- 15 compensated in accordance with guidelines
- 16 established by the Clergy Salary Study
- 17 Commission of the Department of Administration;
- 18 (d) Full participation in the life of the Deanery in
- 19 which it is located and in the life, mission and
- 20 ministry of the Diocese of East Carolina.

21 **CANON 3**

22 ***Vestries; Parish Meetings***

23 **Section 1. *Parish Meetings.***

- 24 (a) **Annual Meeting.** An annual meeting of the
- 25 members qualified to vote in a parish shall be held
- 26 on the first Monday in Advent unless the Vestry of
- 27 the Parish designates some other date for the
- 28 required annual meeting.
- 29 (b) **Other Parish Meetings.** Upon the call of the
- 30 Vestry, a meeting of the members qualified to vote
- 31 in a parish may be held at any time, provided that
- 32 notice of at least one week has been given.
- 33 (c) **Persons Qualified to Vote in Parish**
- 34 **Meetings.** An enrolled adult communicant in
- 35 good standing in this Church may vote when

present at any meeting of the parish, in accordance with the provisions of Article XIV of the Constitution of this Diocese.

(d) **By-Laws.** For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, by-laws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting.

(e) **Voting.** Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting.

Section 2. *Vestries.*

(a) **Size and Composition.** A vestry shall be composed of not fewer than (3) three or more than (12) twelve members of the parish who are confirmed communicants in good standing of the Episcopal Church, and who are not less than sixteen years of age and are regular participants in the public worship of the Church.

(b) **Vestry Plan One.** At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry. In no case, however, may any person serve for a period greater than three years upon any Vestry until a period of at least one year has elapsed between such terms of office.

(c) **Vestry Plan Two.** As an alternative to Vestry Plan One, a parish may adopt a rotating vestry

1 system. At the first election following the
2 adoption of a rotating system, which shall be held
3 at the annual parish meeting, one-third of the
4 members of the vestry are elected to serve one
5 year, one-third for two years, and one-third for
6 three years. Thereafter, at the annual parish
7 meeting, one-third of the vestry shall be elected
8 from among those who have not served on the
9 vestry during the past year, except that those
10 appointed during the past year to fill unexpired
11 terms of one year or less may, under provisions of
12 parish by-laws, be made eligible for election to a
13 full term, and the terms of those so elected shall be
14 for three years. A parish may include in its
15 rotating system a provision that no retiring
16 member of the vestry shall be eligible for re-
17 election until a period of one year has elapsed
18 following expiration of that person's term on the
19 vestry.

20 **(d) Vestry Plan Three.** As an alternate to Vestry
21 Plans One and Two, a parish may adopt a two-
22 year rotating system, as follows: At the first
23 election after such a system is adopted, one-half of
24 the members of the vestry shall be elected for one
25 year and one-half for two years. Thereafter, at the
26 annual meeting, one-half of the vestry shall be
27 elected from among those who have not served on
28 the vestry during the past year, and the terms of
29 those so elected shall be for two years. Persons
30 appointed during the past year to fill unexpired
31 terms of one year or less under provisions of
32 parish by-laws, may be made eligible for election
33 for a full term, and the terms of those so elected
34 shall be for two years. Should a parish vote to
35 change to vestry Plan Two from Vestry Plan
36 Three, the change shall be effected by electing for
37 two-year terms those who are to take the place of

1 persons whose terms of office had been three
2 years. A parish may include in its rotating vestry
3 system a provision that no retiring member of the
4 vestry shall be eligible for re-election until a
5 period of one year has elapsed following the
6 expiration of that person's term on the vestry.

7 (e) **By-Laws.** For the orderly conduct of its
8 meeting and other business, a vestry may adopt
9 by-laws not inconsistent with the Constitution and
10 Canons of the Diocese. A copy of the by-laws and
11 each amendment thereto adopted by each parish,
12 certified by the secretary, shall be filed within 30
13 days thereafter with the Ecclesiastical Authority of
14 the Diocese for approval. The Ecclesiastical
15 Authority may, with the advice and consent of the
16 Standing Committee, disapprove any by-law which
17 is inconsistent with the Constitution or Canons of
18 the Diocese or of the General Convention of the
19 Protestant Episcopal Church.

20 Section 3. Each Vestry shall annually elect a Senior and a
21 Junior Warden from among their own number, the former
22 upon nomination of the Rector. If there is no Rector the
23 election shall proceed without such nomination. It shall be
24 the duty of the Wardens especially to provide the
25 Elements for the Eucharist, to keep and disburse the alms
26 in case the parish is destitute of a Minister; also, in such
27 case, to provide for the celebration of public worship and
28 the instruction of the congregation by occasional clerical
29 services or by lay reading as circumstances may admit. In
30 the absence of the Rector or Minister-in-Charge, or if
31 there be none, the Wardens shall preside in all meetings
32 of the Vestry or Congregation in order of their official
33 seniority.

34 Section 4. The Vestry shall elect a Clerk, whose duty it
35 shall be to take and record the minutes of their

1 proceedings, attest the public acts of the Vestry, preserve
2 all records and papers belonging to the Parish or Mission,
3 perform all such other duties as shall be legally assigned
4 to the office, and faithfully to deliver all books and
5 documents of the Parish or Mission to the succeeding
6 Clerk.

7 Section 5. The Vestry shall elect a Treasurer whose duty
8 it shall be to receive and disburse all monies collected
9 under the authority of the Vestry, the collection and
10 disbursement of which is not otherwise provided for. The
11 Treasurer shall keep an accurate account of all monies
12 received, and submit an exhibit of the same at least semi-
13 annually, and whenever called upon to do so.

14 Section 6. The Vestry shall be the Trustees of the Parish
15 or Mission, and shall take charge of the property of the
16 Parish or Mission, regulate its temporal concerns, elect
17 and call a minister and provide for the minister's
18 maintenance; keep order in the Parish or Mission; and in
19 general act as helpers to the minister in whatever is
20 appropriate to the laity for the furtherance of the Gospel.

21 Section 7.

22 (a) The Rector or Priest-in-Charge of every Parish
23 or Mission shall, ex-officio, preside at meetings
24 of the Vestry or Congregation, and shall be
25 entitled to a vote in case of a tie, in all
26 questions except those in which he or she may
27 be personally concerned.

28 (b) The Rector or Priest-in-Charge shall have the
29 power to call Vestry meetings, other than regular,
30 at any time, giving reasonable notice, specifying
31 the business for which the meeting is called, and it
32 shall be the minister's duty to do so whenever
33 requested to call a meeting by three members of
34 the Vestry. Should the Rector or Priest-in-Charge

1 refuse to call a meeting of the Vestry when
2 required to do so, it shall be competent to the
3 Wardens, or any three of the Vestry, as above
4 provided, to call one; provided, that the Rector
5 shall have due notice of the same.

6 (c) In the absence of the Rector or Priest-in-
7 Charge, or if the congregation is without one, the
8 Senior Warden, or any two members of the
9 Vestry, shall have power to call special Vestry
10 meetings, subject to the above provisions.

11 Section 8. Regular meetings of the Vestry shall be held as
12 the Vestry and Rector or Priest-in-Charge may determine,
13 but there shall be no less than four meetings of the Vestry
14 each year.

15 Section 9. Vacancies in the Vestry, caused by death,
16 resignation or otherwise, may be filled by the remaining
17 members for the unexpired portion of such term.

18 Section 10. Every person chosen as a member of a Vestry
19 of the Diocese shall qualify by subscribing to the
20 following declaration and promise: "I do believe the Holy
21 Scriptures of the Old and New Testaments to be the Word
22 of God, and to contain all things necessary to salvation;
23 and I do yield my hearty assent and approbation to the
24 doctrines, worship and discipline of the Protestant
25 Episcopal Church in these United States; and I promise
26 that I will faithfully execute the office of member of the
27 Vestry of _____ Parish (or Mission) in
28 _____ County (or City),
29 according to the best of my knowledge and skill." No
30 person shall act or vote as a member of a Vestry until
31 having subscribed to this declaration and promise.

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CANON 4
Annual Meeting of the Congregation

The Rector, Priest-in-Charge, or Interim Rector, or in case of a vacancy, the Wardens shall call a meeting of the Congregation at such time after the adjournment of any Convention of the Diocese as shall seem expedient, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Church Women, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the congregation.

CANON 5
Duties of the Members of the Church

Section 1. The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship.

Section 2. It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism, and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

1 **CANON 6**

2 ***Dissolution and Suspension of Parishes and Missions***

3 Section 1. When in the judgment of the Bishop of the
4 Diocese, a parish does not "give promise of such
5 sufficient strength as will enable it to maintain its
6 organization," whether from lack of communicants, or
7 from any other cause, this judgment shall be reported to
8 the Convention, which shall thereupon take such action as
9 may seem good.

10 Section 2. In the event of the dissolution of any Parish or
11 Mission by the Convention, the real and personal property
12 of the Parish or Mission shall immediately vest in the
13 Trustees of the Diocese, in trust for the dissolved Parish
14 or Mission. The Trustees may dispose of the personal
15 property, and shall retain the proceeds therefrom in trust
16 for the dissolved Parish or Mission. Within six months
17 following any dissolution of a Parish or Mission a study
18 of the potential for mission and ministry on the site of any
19 real property vesting in the Trustees as a result of the
20 dissolution shall be conducted by a committee appointed
21 by the Bishop and a report of that study shall be sent to
22 the Department of Congregations and Development and to
23 the Executive Council. If the Department and the
24 Executive Council determine together that the Parish or
25 Mission should not be reorganized on the site of the
26 existing real property, all property held in trust by the
27 Trustees for the Parish or Mission shall be freed of the
28 trust and thereafter shall be held, administered and
29 disposed of by the Trustees as property of the Diocese in
30 its own right as provided by Title I, Canon 12.

31 Section 3. Whenever the penalty of exclusion or
32 suspension from Lay representation in the Convention
33 shall be inflicted on a Parish or Mission, as provided in
34 Section 5 of Article IV of the Constitution, the sentence

1 shall specify on what terms or at what time said penalty
2 shall cease.

3 **CANON 7**
4 ***Archdeacons***

5 Section 1. The Bishop shall have the power, with the
6 consent of the Convention, to appoint one or more
7 Archdeacons, who shall be Presbyters or Deacons
8 canonically resident in the Diocese, and who shall, if
9 practicable, be detached from any Parochial Cure.

10 Section 2. The authority and the duties of an Archdeacon
11 shall be such as are committed to him or her in writing by
12 the Bishop. The Archdeacon shall be amenable to the
13 Bishop in all acts and appointments, and shall make such
14 reports as the Bishop may require.

15 **TITLE III. Bishops, Priests and Deacons.**

16 **CANON 1**
17 ***The Election of a Bishop, Bishop Coadjutor or Bishop***
18 ***Suffragan***

19 Section 1. The vote shall be taken by ballot and by Orders
20 and Parishes, in accordance with Article XIII of the
21 Constitution.

22 Section 2. Nominations shall be made in open Convention
23 in joint session of Clerical and Lay Delegates, and may be
24 made by any person entitled to vote in the Convention.

25 Section 3. When the nominations have been closed, the
26 Secretary shall call the roll of the Clergy, and as the name
27 of each member of the Clergy is called the member's
28 ballot shall be deposited with the Tellers. The roll of the
29 parishes and missions shall then be called by the

1 Secretary, and as each is called it shall deposit its ballot
2 with the Tellers. The Tellers shall count the vote of each
3 Order separately and report the results to the Chair who
4 shall announce the same. If the same person shall receive
5 the necessary votes of both Orders on the same ballot, that
6 person shall be declared duly elected. If no person is
7 elected, the delegates may continue to vote as above
8 ordered until an election is made.

9 Section 4. By consent of the Convention, Clergy and
0 Laity may separate for deliberation, to re-assemble in
1 joint session at a specified time, and by like consent may
2 proceed jointly to further nominations; after which the
3 balloting shall be resumed in accordance with the
4 provisions of Section 3 of this Canon.

5 **CANON 2**

6 *Salary of the Bishop*

7 The salary of the Bishop of the Diocese for each calendar
8 year shall be recommended by the Executive Council and
9 included in the budget submitted by it to the Annual
0 Convention; and the salary as fixed in the budget adopted
1 by the Convention shall be paid to the Bishop for the
2 calendar year for which the budget is adopted. The salary
3 as above determined shall include all income received
4 from the Bishop Watson Fund for the support of the
5 Episcopate. The salary shall be paid in twelve equal
6 monthly installments, the first installment to be paid on
7 January 31st of said calendar year and a like amount on
8 the last day of each month in said calendar year.

9 **CANON 3**

0 *Call of a Minister; Clergy Assistants*

1 Section 1.

2 (a) When there is no Rector in a Parish of the

1 Diocese, the Vestry shall have power to call a
2 Minister in accordance with Episcopal Church and
3 Diocesan Constitutions and Canons. The Vestry of
4 a parish calling a Minister shall offer a salary and
5 allowances not less than the then existing
6 minimums for members of the clergy
7 recommended by the Clergy Salary Study
8 Commission of the Department of Administration
9 and adopted by the Diocesan Convention.

10 (b) When a vacancy occurs in a Mission of the
11 Diocese, the Bishop may, in his or her discretion,
12 appoint a priest-in-charge for a period of not more
13 than two years, under such terms and conditions as
14 the Bishop deems appropriate, after consultation
15 with the Vestry of the Mission. In the event of
16 such appointment, the priest-in-charge may be
17 reappointed for successive terms. In the event that
18 the Bishop determines that the Vestry should call a
19 priest-in-charge, the Vestry shall make such call in
20 accordance with these Canons.

21 Section 2. When a Parish or Congregation becomes vacant
22 the Church Wardens or other proper officers shall notify
23 the fact to the Bishop. If the authorities of the Parish shall
24 for thirty days have failed to make provision for the
25 services of a priest during the vacancy, it shall be the duty
26 of the Bishop to take such measures as are expedient for
27 the temporary maintenance of Divine Services therein.

28 Section 3. No election of a Rector shall be had until the
29 name of the member of the Clergy whom it is proposed to
30 elect has been made known to the Bishop, if there be one,
31 and sufficient time, not exceeding thirty days, has been
32 given to the Bishop to communicate with the Vestry
33 therein. If a church is receiving financial assistance from
34 the Diocese, the Bishop's written approval of the Vestry's
35 choice shall be essential to the election of the Minister in

1 charge.

2 Section 4. Written notice of the election, signed by the
3 Church Wardens, shall be sent to the Ecclesiastical
4 Authority of the Diocese. If the Ecclesiastical Authority
5 be satisfied that the person so chosen is a duly qualified
6 minister who has accepted the office, the notice shall be
7 sent to the Secretary of Convention, who shall record it.
8 Such record shall be sufficient evidence of the relation
9 between the Minister and the Parish.

10 Section 5. A Minister is settled, for all purposes here and
11 elsewhere mentioned in these Canons, who has been
12 engaged permanently by any parish, according to the rules
13 of the Diocese, or for any term of not less than one year.

14 Section 6. The Rector or Priest-in-Charge of a parish or
15 mission shall have the authority to select and call an
16 assistant, by whatever title called, with the consent of the
17 Vestry of the parish or mission. Any assistant clergy shall
18 serve under the authority and direction of the Rector or
19 Priest-in-Charge. Before the selection and call of any
20 assistant the name of the Member of the Clergy proposed
21 for selection shall be made known to the Bishop, and
22 sufficient time, not exceeding thirty days, shall be given
23 for the Bishop to communicate with the Rector or Priest-
24 in-Charge and Vestry on the selection. Any assistant
25 selected shall serve at the discretion of the Rector or
26 Priest-in-Charge but may not serve beyond the period of
27 service of the Rector or Priest-in-Charge except that,
28 pending the call of a Rector, Priest-in-Charge, or full-time
29 Interim Priest, the assistant may continue in the service of
30 the parish if requested to do so by the Vestry, and under
31 such terms and conditions as the Bishop shall determine in
32 consultation with the Vestry. No assistant may succeed
33 directly to the position of Rector, Priest-in-Charge, or
34 Interim Priest in any parish in which the assistant is

1 currently serving in the event of the removal, resignation
2 or death of the Rector or Priest-in-Charge.

3 Section 7. When a parish is vacant, or when a mission is
4 vacant and the Bishop has authorized the Vestry to call a
5 priest-in-charge, a priest may be called as Interim Rector
6 with the consent of the Bishop with all rights and
7 responsibilities attaching to that office except tenure. The
8 Interim Rector shall serve in accordance with the terms
9 and conditions of a written letter of agreement mutually
10 agreeable to the priest, the Vestry and the Bishop. An
11 Interim Rector may or may not be eligible to become the
12 settled Rector or Priest-in-Charge of the congregation,
13 and such eligibility shall be determined in accordance with
14 the wishes of the Bishop prior to entering into an
15 agreement with the proposed Interim Rector and shall be
16 set forth in the letter of agreement adopted by the parties.

17 **CANON 4**

18 *Registration, Reports, etc.*

19 Section 1. *Private and Parish Registers.* Each member of
20 the Clergy of this Diocese shall keep a register of all
21 baptisms, confirmations, marriages and funerals
22 performed within his or her parish or cure, specifying the
23 names of the persons in each instance, the parentage and
24 date of birth of those baptized, with the names of their
25 sponsors or witnesses and the time when each rite was
26 performed, which register shall be transcribed at least
27 once each month into a book provided for the purpose by
28 the Vestry of the Parish or Mission.

29 Section 2. *List of Communicants, etc.* It shall also be the
30 duty of each member of the Clergy to keep a list of the
31 communicants within the Parish or Mission, and, so far as
32 practicable, of the families and adult persons within the
33 same, to remain for the use of the Parish and any

1 successor called by the Parish.

2 Section 3. *Parochial Reports, etc.* Each member of the
3 Clergy shall report annually to the Bishop, through the
4 Secretary of Convention, not later than February 1st, all
5 official acts performed since the last such report to and
6 including December 31st preceding the Annual
7 Convention, and all information concerning the state of
8 his or her Parish or other Cure, according to the form
9 prescribed by the Executive Council. Each such report
10 shall also include all official acts performed by him or her
11 outside the Parish or Cure.

12 Section 4. *Reports by Wardens.* In the case of a Parish
13 without a Rector, Priest-in-Charge or Interim Rector, it
14 shall be the duty of the Wardens to make the Parochial
15 Report required by this Canon.

16 Section 5. *Communicants to be Reported.* In making the
17 above reports, all communicants shall be included, except
18 those who have been repelled by the proper authority.

19 Section 6. *Penalties.* Failure to keep records or to file the
20 reports required by this Canon or by General Church
21 Canons shall result in the imposition of those penalties set
22 forth in Article IV of the Constitution of the Diocese.

23 Section 7. *Transfer of Communicants.* It shall be the duty
24 of the Rector or Minister in Charge of every Parish or
25 Mission, learning of the removal of any communicant of
26 the minister's Parish or Mission to another cure, without
27 having secured a letter of transfer as provided for by
28 General Church Canons Title I, Canon 17, Section 4,
29 paragraph (a), with the consent of said communicant, to
30 transfer the communicant to the new Cure.

31 Section 8. *Disclosure of Parish Register.* It shall be the

1 duty of the Rector or Minister in Charge of a Parish or
2 Mission to submit for the Bishop's examination at the time
3 of the Bishop's annual visitation the Parish Register. The
4 Bishop shall determine that all entries are properly made,
5 all members accounted for and that the register is properly
6 indexed.

7 **CANON 5**

8 *Clergy Liable to Missionary Duty*

9 All members of the Clergy of the diocese receiving aid
10 from its missionary funds or from the General Missionary
11 funds, shall perform such missionary duties within the
12 Diocese as may be prescribed by the Bishop, and the
13 amount of compensation therefore shall be fixed from
14 time to time by the Executive Council.

15 **CANON 6**

16 *Dissolution of the Relationship between* 17 *Congregation and Priest*

18 Section 1. Except under mandatory resignation by reason
19 of age, a Rector may not resign as Rector of a
20 congregation without the consent of its Vestry, nor may
21 any Rector canonically or lawfully elected and in charge
22 of a congregation be removed therefrom by the Vestry
23 against the Rector's will, except as provided in this
24 Canon.

25 Section 2. If for any urgent reason a Rector or Vestry
26 desires a dissolution of the pastoral relationship between
27 the priest and the congregation, and the parties cannot
28 agree, either the priest or the Vestry, but no other person
29 or group, may give notice in writing to the Ecclesiastical
30 Authority of the Diocese. Whenever the Standing
31 Committee is the Ecclesiastical Authority of the Diocese,
32 it shall request the Bishop of another Diocese to perform

1 the duties of Bishop under this Canon.

2 Section 3. Within sixty days of receipt of the written
3 notice the Bishop as chief pastor of the Diocese shall
4 mediate the differences between Rector and Vestry in
5 every informal way which the Bishop deems proper,
6 including the appointment of a consultant to confer in the
7 matter, and may appoint a committee of at least one priest
8 and one lay person, none of whom may be members of
9 the congregation involved, to make a report to the Bishop.

10 Section 4. If differences between the parties are not
11 resolved after completion of the mediation, the Bishop
12 shall proceed as follows:

13 (a) The Bishop shall give written notice to the
14 Rector and the Vestry that a godly judgment will
15 be rendered in the matter after consultation with
16 the Standing Committee and that either party has
17 the right within ten days to request in writing an
18 opportunity to confer with the Standing Committee
19 before it consults with the Bishop.

20 (b) If a timely request is made, the President of the
21 Standing Committee shall set a date for a
22 conference, which will be held within thirty days.

23 (c) At the conference, each party shall be entitled
24 to representation and to present its position fully.

25 (d) Within thirty days after the conference or after
26 the Bishop's notice if no conference is requested,
27 the Bishop shall confer with and receive the
28 counsel of the Standing Committee, which shall
29 not be binding upon the Bishop and which the
30 Bishop shall consider along with such other
31 information as the Bishop deems proper;
32 thereafter, the Bishop, as final arbiter and judge,
33 shall render a godly judgment.

34 (e) Upon the request of either party the Bishop
35 shall explain the reasons for the judgment. If the

1 explanation is in writing, copies shall be delivered
2 to both parties.

3 (f) If the pastoral relation is to be continued, the
4 Bishop shall require the parties to agree on
5 definitions of responsibility and accountability for
6 the Rector and the Vestry.

7 (g) If the relation is to be dissolved:

8 (1) The Bishop shall direct the Secretary of
9 Convention to record the dissolution.

10 (2) The judgment shall include such terms
11 and conditions including financial
12 settlements as shall seem to the Bishop just
13 and compassionate.

14 Section 5. In either event the Bishop shall offer
15 appropriate supportive services to the Priest and the
16 congregation.

17 Section 6. In the event of the failure or refusal of either
18 party to comply with the terms of the judgment, the
19 Bishop may impose such penalties as are consonant with
20 the Constitution and Canons of the General Convention of
21 the Episcopal Church, and of the Diocese of East
22 Carolina, including the following:

23 (a) In the case of a priest, suspend the priest from
24 the exercise of the priestly office until the priest
25 shall comply with the judgment.

26 (b) In the case of the Vestry, invoke any available
27 sanctions including those set forth in Article IV of
28 the Constitution of the Diocese until it has
29 complied with the judgment.

30 Section 7. For cause, the Bishop may extend the time
31 periods specified in this Canon, provided that all be done
32 to expedite these proceedings. All parties shall be notified
33 in writing of the length of any extension.

1 Section 8.

2 (a) Statements made during the course of
3 proceedings under this Canon are not discoverable
4 nor admissible in any proceedings under Title IV
5 of the Canons of the Episcopal Church, or under
6 Title III, Canon 7 of the Canons of this Diocese,
7 provided that this does not require the exclusion of
8 evidence in any proceeding under the Canons
9 which is otherwise discoverable or admissible.

10 (b) In the course of proceedings under this Canon,
11 if a charge is made by the Vestry against the
12 Rector that could give rise to a disciplinary
13 proceeding under Title IV of the Canons of the
14 Episcopal Church or Title III, Canon 7 of this
15 Diocese, all proceedings under this Canon shall be
16 suspended until the charge has been resolved or
17 withdrawn.

18 **CANON 7**

19 ***Trial of Members of the Clergy***

20 Section 1. Whenever any Priest or Deacon of this Diocese
21 is subject to ecclesiastical discipline as set forth in Title IV,
22 Canon 1 of the General Convention, all matters related to
23 such ecclesiastical discipline shall be governed by the
24 provisions of Title IV of the General Convention, which
25 provisions are incorporated by reference as if fully set forth
26 herein.

27 Section 2. An Ecclesiastical Trial Court of the Diocese
28 shall be established for the trial of any Priest or Deacon
29 subject to its jurisdiction.

30 Section 3. The Ecclesiastical Trial Court shall consist of
31 three clerical members, two of whom must be priests, and
32 two lay persons, to be elected by the Convention of the
33 Diocese for three year terms. The priests and deacons shall

1 be canonically resident in this Diocese and the lay persons
2 shall be persons eligible for election as lay delegates to the
3 Convention of this Diocese. No member of the Standing
4 Committee shall be eligible to serve on the Ecclesiastical
5 Trial Court.

6 Section 4. The Convention of this Diocese shall elect at its
7 annual meeting in 1996 [and thereafter every three years at
8 its annual meeting,] three clerical members, two of whom
9 must be priests, and two lay persons, to serve as an
10 Ecclesiastical Trial Court. Any vacancies among the
11 members of the Ecclesiastical Trial Court arising while the
12 Convention is not in session shall be filled for the unexpired
13 term by the Ecclesiastical Authority.

14 Section 5. Pursuant to Title IV, Canon 4, Sec. 2 of the
15 General Convention, within two months following the
16 Convention of their election, the Ecclesiastical Trial Court
17 of this Diocese shall elect from its members a Presiding
18 Judge, and shall appoint a Church Attorney and, if it so
19 desires, one or more Assistant Church Attorneys, each of
20 whom shall be licensed to practice law in North Carolina
21 and a communicant in a parish of this Diocese.”

22 **TITLE IV. Church Institutions.**

23 **CANON 1**

24 ***The Episcopal Foundation of The*** 25 ***Diocese of East Carolina, Incorporated***

26 Section 1. The Episcopal Foundation of The Diocese of
27 East Carolina, Incorporated, herein called the Foundation,
28 is a diocesan corporation created under the laws of the
29 State of North Carolina for the purpose of holding,
30 managing and investing property of the Diocese of East
31 Carolina, either temporarily, for a specified or indefinite

1 period of time, or permanently, and for the purpose of
2 providing (1) funds, the income from which is to be used
3 for the promotion of new work in the Diocese of East
4 Carolina and for the development of the religious,
5 educational and charitable work of the Protestant
6 Episcopal Church in the Diocese of East Carolina, (2)
7 funds to be used for making loans to parishes, missions,
8 diocesan institutions and church organizations for capital
9 improvements, and (3) funds for capital grants to
10 parishes, missions, diocesan institutions and church
11 organizations for capital improvements.

12 Section 2. The Foundation is authorized to receive gifts,
13 devises and bequests of real and personal property from
14 individuals, contributions or donations from churches,
15 corporations and organizations, transfers of funds from
16 the Treasurer of the Diocese pursuant to Title I, Canon 5,
17 and transfers of property from the Trustees of the Diocese
18 pursuant to Title I, Canon 12, Section 3. Money or
19 property given by donors to the Foundation without
20 restrictions on disposition or use may be placed in an
21 income fund, a loan fund, a capital grant fund or an
22 unrestricted fund in the discretion of the Board of
23 Directors of the Foundation. Gifts will be accepted subject
24 to restrictions by donors that only income from gifts may
25 be spent, that the principal may be used only for revolving
26 loans or for capital grants, or that the gifts or the income
27 therefrom may be used only for designated purposes in or
28 for the benefit of the Diocese of East Carolina; provided,
29 however, that the Foundation may decline to accept any
30 gift, bequest or devise the purpose of which does not
31 conform to the purposes set out in Section 1 of this Canon
32 and the charter of the Foundation, or which would be
33 burdensome or impractical to administer.

34 Section 3. The operation of the Foundation shall be under
35 the control of its Board of Directors, who shall be elected

1 by the Diocesan Convention as set out in the by-laws of
2 the Foundation. Foundation income available for
3 expenditure for diocesan purposes, after payment of
4 operating expenses of the Foundation, and funds available
5 for loans and grants to churches or other recipients thereof
6 shall be paid to the Treasurer of the Diocese for
7 disbursement.

8 Section 4. The Board of Directors of the Foundation shall
9 annually make a report to the Diocesan Convention
10 showing the names of the several funds, trusts or
11 endowments held by it, the sources, dates and amounts
12 thereof, the terms governing the use of principal and
13 income, the manner in which the funds are invested, the
14 disbursements or payments made during the year and the
15 purposes for which said disbursements have been made.
16 The Board of Directors of the Foundation shall make a
17 similar report to the Executive Council as often as
18 required by the Executive Council and not less frequently
19 than each six months.

20 CANON 2

21 *The Church Pension Fund*

22 Section 1. In conformity with the legislation adopted by
23 the General Convention of 1913, pursuant to which The
24 Church Pension Fund was duly incorporated, and in
25 conformity with the Canon of the General Convention,
26 "Of the Church Pension Fund," as heretofore amended
27 and as it may hereafter be amended, the Diocese of East
28 Carolina hereby accepts and acknowledges The Church
29 Pension Fund, a corporation created by Chapter 97 of the
30 Laws of 1914 of the State of New York as subsequently
31 amended, as the authorized and approved pension system
32 for the clergy of the Protestant Episcopal Church in the
33 United States of America and for their dependents, and

declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of Convention a Church Pension Fund Committee to consist of three presbyters and two lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension system created by the General Convention and committed to it by the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouse and surviving minor children, if any, in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese

1 may be assured of the fullest pension protection by
2 said Fund under its established Rules.

3 Section 4. It shall be the duty of this Diocese and of the
4 Parishes and Missions and other ecclesiastical
5 organizations therein, each through its Treasurer and other
6 proper official, to inform the Church Pension Fund of
7 salaries and other compensation paid to members of the
8 Clergy by said Diocese, Parishes, Missions and other
9 ecclesiastical organizations for services rendered,
10 currently or in the past, prior to their becoming
11 beneficiaries of said Fund, and changes in such salaries
12 and other compensation as they occur; and to pay
13 promptly to The Church Pension Fund the pension
14 assessments required thereon under the Canons of the
15 General Convention and in accordance with the Rules of
16 said Fund.

17 Section 5. It shall be the duty of every member of the
18 Clergy canonically resident in or serving in this Diocese
19 to inform The Church Pension Fund promptly of such
20 facts as date of birth, ordination, reception, or marriage,
21 birth of children, deaths and changes in cures or salaries,
22 as may be necessary for its proper administration and to
23 cooperate with said Fund in such other ways as may be
24 necessary in order that said Fund may discharge its
25 obligations in accordance with the intention of the General
26 Convention in respect thereto.

27 Section 6. It shall be the duty of this Diocese and of the
28 Parishes and Missions and other ecclesiastical institutions
29 and organizations therein, to participate in all medical
30 care, hospitalization, health, accident and life insurance
31 plans for clergy which are made mandatory on a nation-
32 wide basis for clergy of the Episcopal Church by action of
33 the General Convention, or under its authority, and to pay
34 promptly to The Church Pension Fund the premiums or

1 assessments required to maintain such coverage in
2 accordance with the Rules of the Fund. The Diocesan
3 Convention, or when it is not sitting the Executive
4 Council, shall make all decisions and take all action to
5 carry out the provisions of this Canon.

6 Section 7. *Lay Pension Plans.*

- 7 (a) All Parishes, Missions and other ecclesiastical
8 organizations or bodies subject to the authority of
9 this Diocese, and any other societies,
10 organizations, or bodies in the Church which
11 under the regulations of The Church Pension Fund
12 have elected or shall elect to come into the pension
13 system, shall provide all lay employees who work
14 a minimum of 1,000 hours annually retirement
15 benefits through participation in the Episcopal
16 Church Lay Employees Retirement Plan
17 (ECLERP) or in an equivalent plan, the provisions
18 of which are at least equal to those of ECLERP.
19 Such participation shall commence no later than
20 January 1, 1993. At its commencement, if the plan
21 is a defined benefit plan, the employer contribution
22 shall be not less than 9 percent of the employee's
23 salary; if the plan is a defined contribution plan,
24 the employer shall contribute not less than 5
25 percent and agree to "match" employee
26 contributions of up to another 4 percent.
- 27 (b) The employer may impose a minimum age of
28 21 years and a minimum employment period not to
29 exceed one year of continuous employment before
30 an employee would be eligible to participate.
- 31 (c) The Trustees of The Church Pension Fund shall
32 have authority to increase or decrease the
33 contribution percentages as required for the lay
34 pension plan.

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1 Section 1. There shall be, within the Department of
2 Congregations and Development, or such other standing
3 department of the Diocese created by Executive Council
4 to oversee and do the work of congregational growth and
5 development, a Diocesan Commission on Planning,
6 Design and Construction. The Commission shall consist
7 of at least six persons, clergy and lay, who shall be
8 appointed by the Bishop upon the recommendation of the
9 Chair of the Department of Congregations and
10 Development. The members shall, to the extent
11 practicable, have expertise in such areas as liturgy,
12 finance, insurance, planning, architectural design,
13 engineering, construction, and construction and finance
14 law. The Chair of the Commission shall likewise be
15 appointed by the Bishop, and shall serve as a member of
16 the Department of Congregations and Development during
17 occupancy of the Chair of the Commission. The
18 Commission shall be under the supervision of the
19 Department of Congregations and Development, which
20 shall insure that the functions set forth in this Canon are
21 effectively discharged.

22 Section 2. A function of the Department of Congregations
23 and Development, through the Commission, is to assist
24 and advise the Diocese and its parishes and missions in
25 planning, designing, financing and constructing buildings
26 and facilities, including construction of new churches and
27 other buildings, expansion and renovation of existing
28 buildings, and restoration of historic structures.

29 Section 3. Before proceeding with the design or
30 construction of any church, parish house, rectory or other
31 building, any parish or mission may present to the
32 Commission for its recommendations and suggestions real
33 estate contracts, architectural and construction contracts,
34 master plans, preliminary plans, working drawings,
35 specifications, construction documents and other related

documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the Commission, to submit the pertinent documents described in Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

CANON 5

Trustees of the University of the South

Section 1. The Convention in the Diocese of East Carolina shall elect one presbyter and two lay communicants to serve for a term of three (3) years as Trustees of the University of the South, which terms shall be staggered.

Section 2. Trustees so elected shall meet the following criteria:

A. Trustees shall be personally committed to

1 the aims and purposes of the University as
2 set forth in its Mission Statement and
3 Constitution, Ordinances and other
4 governing documents.

5 B. Each Trustee shall demonstrate his or her
6 personal commitment to the University by,
7 among other things, attending the Board of
8 Trustee's annual May meeting, such other
9 special meetings as may be called, and one
10 orientation session for new Trustees, which
11 sessions are held immediately prior to each
12 annual meeting. Trustees shall also fami-
13 liarize themselves with the Trustee
14 Handbook and the University's governing
15 documents, including its Charter, as
16 amended, Constitution and Ordinances.

17 C. Trustees shall serve as direct communi-
18 cators between the University and the
19 Diocese from with the Trustee was elected,
20 and shall timely inform the Diocese of the
21 actions of the Boards of Trustees and
22 Regents and the University administration.

23 D. Trustees shall provide a meaningful level of
24 annual financial support to the University
25 as a symbol of their commitment to its
26 mission and financial well-being.

27 Section 3. In the event a Trustee becomes unwilling or
28 unable to serve, the Bishop of this Diocese shall nominate
29 a qualified communicant to complete the remainder of the
30 term.

TITLE V. Amendment; Effective Date; Repealer.

2 **CANON 1**

3 *Amendment of Canons*

4 Amendments to the Canons shall be made in accordance
5 with Article XV of the Constitution, and shall take effect
6 upon their passage, unless otherwise ordered by the
7 Convention.

8
9 **CANON 2**

10 *Effective Date of Canons*

These canons shall become effective upon ratification by the Convention of the Diocese of East Carolina, and all subsequent canons and amendments ratified by the Convention of the Diocese shall take effect immediately upon their ratification unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

20 **CANON 3**

21 *Official Copies of Constitution and Canons*

22 There shall be provided by the Secretary of the
23 Convention three official copies of the Constitution,
24 Canons and Rules of Order as they now exist, each
25 certified by the Secretary that it is a correct copy. One
26 shall be delivered to the Bishop of the Diocese, one kept

by the Secretary of the Diocese, and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary to each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 4

Citation of Canons

All references to the Canons of the Diocese of East Carolina shall refer to Title, Canon and Section number, if any, in the following form: Title ____, Canon ____, Section ____ (____), Canons of the Diocese of East Carolina.

CANON 5

Repealer of Prior Canons

All former canons of the Diocese of East Carolina, not specifically incorporated in these revised canons, are hereby repealed.

Ratified in Convention and effective, February 13, 1993.



The Rt. Rev. Clifton Daniel, 3rd
Bishop of East Carolina

**EXTRACTS FROM CANONS OF THE
GENERAL CONVENTION
TITLE I, CANON 7
of Business Methods in Church Affairs**

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business method shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.
(b) Terms governing the use of principal and income.
(c) To whom and how often reports of condition are to be made.

(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5). All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed

Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee, a Department of Finance of the Diocese, or other appropriate diocesan body with such authority.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission, or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission, or Congregation otherwise existing over such property so long as the particular Parish, Mission, or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the

existence and validity of the trust.

TITLE I, CANON 17

of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Sec. 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purposes of statistical consistency throughout the Church, communicants sixteen years of age and over are to be

considered adult communicants.

Sec. 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Sec. 4 (a). A member of this Church removing from the congregation in which that person's membership is recorded shall procure a certificate of membership indicating that that person is recorded as a member (or an adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of

this

Church or a Bishop in communion with this Church.

Upon acknowledgment that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Member of the Clergy in charge or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Member of the Clergy in charge or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Member of the clergy in charge or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation. Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Member of the Clergy in charge of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be made in the parish register upon the evidence of membership status sufficient in the judgment of the Member of the Clergy in charge or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Sec. 5. No one shall be denied rights, status, or access to an equal place in the life, worship, and governance of this Church because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, disabilities or age, except as otherwise specified by Canon.

Sec. 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgment as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Member of the Clergy of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Member of the Clergy. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgment.

Sec. 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1

Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

RULES OF ORDER

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the Annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to

divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Order, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent

of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

**By-Laws
of the
Episcopal
Foundation
of the
Diocese
of
East Carolina
Incorporated
(As Amended)**

**BY-LAWS OF THE EPISCOPAL FOUNDATION
OF THE DIOCESE OF EAST CAROLINA
INCORPORATED
(As Amended)**

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit - the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLES III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their

appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at the place where said Convention is to be held. If for any cause the meeting is not held on the day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in reference to all matters, but only when the board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of

Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the Convention and the Convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the Convention at which they are elected until their successors are elected and qualified.

ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next Annual Diocesan Convention for its consideration and be approved by the Convention.

THE DIOCESE OF EAST CAROLINA

**POLICIES and PROCEDURES
concerning
ALLEGATIONS AND INCIDENTS
of
SEXUAL MISCONDUCT**

**as adopted by the Standing Committee of the Diocese
and approved by The Church Insurance Company**

June 15, 1996

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I. INTRODUCTION

"Have always therefore printed in your remembrance, how great a treasure is committed to your charge. For they are the sheep of Christ, which he bought with his death, and for whom he shed his blood. The Church and Congregation whom you must serve, is his Spouse, and his body. And if it shall happen the same Church, or any member thereof to take any hurt or hindrance by reason of your negligence, ye know the greatness of the fault, and also the horrible punishment which will ensue."

-- "The Book of Common Prayer (1551)"

The Church has always recognized that those who are set apart for ordained ministry bear a particular responsibility to pattern their lives according to Jesus' example. Not only are bishops, priests and deacons regarded by the faithful and the world as examples of what Christians' lives should be, but any moral offense by clerics is especially hurtful because it betrays that trust committed to them by the Church to nurture and care for every member. Cranmer's words, which used to be in the Anglican ordination service, are a forceful reminder of how serious is this responsibility.

Responsibility for patterning one's life after the example of Jesus Christ is not limited, of course to ordained persons. In the Baptismal Covenant all persons vow to accept Jesus Christ as Savior and, among other things, to respect the dignity of every human being. In more concrete terms, we wish to ensure that the Church is maintained as a safe, secure place where care givers, teachers and leaders, paid and volunteer, ordained persons and lay persons, minister appropriately to the manifold needs and concerns in the church and in the world about us.

The position of a clergy person as pastor, employer, teacher and religious leader gives him or her an inherent power over others. That power, whether or not acknowledged by the clergy person or believed to exist by the other, creates a difference in authority which burdens the cleric with moral responsibility not to engage in any sexual relationships with members of his or her congregation, staff or institution. It presumes an inability of such persons to give free and open consent to sexual contact with their clergy. It is, therefore, unethical for a clergy person to exploit the inherent power and trust in the office of cleric to gratify his or her sexual appetite or emotional needs.

In recent years, however, it has become increasingly clear that some clergy have engaged in inappropriate sexual behavior, which has hurt those very persons entrusted to their care. Unfortunately, instances of such misconduct have been sometimes denied by church authorities or dealt with secretly. Frequently, offenders have been sent on or allowed to move to another parish or diocese while victims were neglected or even blamed and parishes ignored.

Such responses fail to implement the standards of justice and love God requires of the Church.

The Church is now beginning to confront the fact of inappropriate sexual conduct by clergy and others and to institute policies and procedures for response. In part, the change in the Church's attitude has been the result of greater awareness in the American society of problems of sexual abuse and harassment. Several states have enacted legislation that makes sexual misconduct by certain professionals, including clergy, grounds for criminal or civil action. The growth in tort liability litigation has had an effect and some actions against churches have resulted in large awards of damages.

Many denominations are responding to the issue of clergy sexual misconduct within the Church. In the Episcopal Church, the Office of Pastoral Development offers advice on general policies as well as help in specific situations.

In the Diocese of East Carolina, a task group appointed by the Bishop has developed this policy for diocesan response to allegations and incidents of sexual misconduct. The Chancellor has been consulted in the development of this policy. The primary intent of this policy is not to protect the diocese, its clergy or others from litigation. Rather, it is an attempt to prevent the occurrence of sexual misconduct in the first place and to ensure that, where allegations of sexual misconduct are made, the response to any allegation or instances of sexual misconduct will be just and compassionate, and so may allow God's grace to work redemptively.

All persons involved in incidents of clergy sexual misconduct are in need of healing. Although the Bishop's role as overseer of the Diocese may restrain him from personally providing pastoral care to all parties in situations where there has been an allegation of sexual misconduct, the Bishop will act to ensure that all persons are afforded pastoral care. This policy is intended to establish clear standards concerning sexual misconduct and, where allegations of such misconduct are made, to establish procedures which afford a full and fair hearing to persons making complaints, alleged victims (if not the person making the complaint) and to alleged offenders. Consistent with principles of fairness, persons accused of sexual misconduct shall be presumed to be innocent until the occurrence of misconduct has been established.

A. Important Definitions

For the purposes of this policy, the terms **1. Pastoral Relationship** and **Sexual Misconduct** have very specific meanings. **2. Sexual Misconduct** as used in this policy refers to and includes the following:

The Diocese of East Carolina

Definition of Sexual Misconduct

The Diocese of East Carolina strictly prohibits sexual misconduct of any type by any ordained person (deacon, transitional deacon, priest, or bishop) canonically resident or functioning in the Diocese of East Carolina or by any other church worker or volunteer.

The Diocese of East Carolina strictly prohibits interaction with children and youth by anyone with a civil or criminal record of child abuse or who has admitted prior sexual abuse or anyone known to have a paraphiliac diagnosis (e.g. pedophilia, ephebophilia, exhibitionism, voyeurism, etc.) as defined by the American Psychiatric Association.

a. Sexual Abuse

Sexual abuse is sexual involvement or contact by one person with another person who is a minor or who is legally incompetent. Sexual abuse is a criminal offense and must be reported to law enforcement officials. It is diocesan policy to make such reports immediately and to cooperate fully with law enforcement officials in investigating any allegations of sexual abuse. Sexual abuse also includes those acts of a sexual nature as defined as criminal acts in Chapter 14 of the General Statutes of the State of North Carolina.

b. Sexual Harassment

Sexual harassment includes, but is not limited to, sexually oriented humor or language, questions or comments about sexual behavior or preference, unwelcome or undesired physical contact, inappropriate comments about clothing or physical appearance, or repeated requests for social engagements. This includes harassment of those in an employment, colleague, or mentor relationship and also includes harassment of aspirants, postulants, and candidates and seminarians sponsored by or working in this diocese.

c. Sexual Exploitation

Sexual exploitation is betrayal of trust by the development or the attempted development of a sexual or romantic relationship between a cleric and a person with whom the cleric has a pastoral relationship. Sexual exploitation includes activity such as intercourse, kissing, touching of breasts or genitals, dating during the course of a counseling relationship, verbal suggestions by a cleric of sexual involvement or sexually demeaning comments by a cleric. The apparent consent of a possible victim to the sexual or romantic relationship seldom determines whether there has been sexual exploitation because the imbalance of power between the cleric and person in a pastoral relationship may undermine the validity of such consent.

Pastoral Relationship means:

any relationship between a cleric, employee or volunteer and any person to whom such cleric, employee or volunteer provides counseling, pastoral care, spiritual direction, spiritual guidance or from whom such cleric, employee or volunteer has received a confession or confidential or privileged information.

The above definitions refer to misconduct by clergy, lay employees and volunteers of the Episcopal Church and this diocese.

II. STATEMENT OF POLICY

A. Sexual Misconduct Prohibited.

It is the policy of the Diocese of East Carolina that sexual misconduct by any member of the clergy, staff person or volunteer will not be tolerated.

Clergy and other workers need to recognize the dynamics of their relationships and the potential for harm and abuse. Vulnerabilities are exposed, and the very strengths of these relationships, namely, the expression of care and love, can easily take on inappropriate forms.

In particular:

1. Clergy and those responsible for church related activities, are expected to maintain the highest ethical standards in all their relationships with those for whom they have responsibility.
2. The pastoral relationships create special issues of trust and power. Exploitation of this trust and power through sexual misconduct as defined above will not be tolerated. All pastoral relationships are to be respected and maintained by all clergy and other professionals in the service of the diocese in every situation. All clergy and other professionals in the service of the diocese are expected to maintain the highest ethical standards in all pastoral relationships.
3. Clergy and other professionals in the employ or service of the diocese or any of its parishes or agencies are expected to exhibit unquestionable, ethical behavior with their colleagues at all times. Sexual misconduct as defined above will not be tolerated.

B. Protection of Children.

The Diocese of East Carolina strictly prohibits interaction with children and youth by anyone with a civil or criminal record of child sexual abuse or who has admitted prior sexual abuse or anyone known to have a paraphiliac diagnosis (e.g. pedophilia, exhibitionism, voyeurism) as defined by the American Psychiatric Association.

C. Child Abuse Reporting.

All complaints of child sexual abuse shall be reported to the relevant law enforcement authorities in conformity with applicable law. A summary of the child abuse reporting requirements appears in Appendix C to these Policies.

D. Personnel Procedures.

In accordance with applicable civil legal requirements, prior to ordination, employment or acceptance into the Diocese (either through initial licensing or acceptance of a letter dimissory) thorough background checks shall be made of all clergy, volunteers who regularly supervise youth activities (excluding unpaid Sunday School teachers), and employees. Among other things, such background checks shall include current or past sexual misconduct allegations, criminal records or paraphiliac behavior.

Background checks shall include, at a minimum: inquiries of all bishops having past or present canonical authority over the individual; all schools attended by the individual during the past five years; and all employers of the individual during the past five years. Written records documenting compliance with this Policy shall be made contemporaneously and retained indefinitely.

A practical guide to personnel screening is included in Appendix D. A sample personnel application form and sample confidential reference form are included in Appendix E and Appendix F, respectively.

E. Adoption of the Policy by Parishes and Separate Congregations.

Unless otherwise approved in writing by the Bishop of East Carolina, on or before 19____ the vestry of each parish and separate congregation in this Diocese shall adopt this Policy by a formal resolution, the text of which is recorded in the official minutes of the Vestry. A sample Vestry resolution adopting this Policy appears as Appendix A to this policy. In addition:

On or before ____1 of each year, beginning _____19__ .

(i) the Vestry of each Parish and Separate Congregation shall reaffirm the applicability of these Policies to all clergy, lay employees and volunteers of such Parish or Separate Congregation and

(ii) all clergy, all lay employees and all volunteers who regularly supervise youth activities, including unpaid Sunday School teachers, and Day School shall be furnished with a copy of this Policy and shall complete and sign a certificate evidencing the receipt of this Policy. A sample form of receipt is provided as Appendix B.

Each Parish and Separate Congregation shall retain the foregoing resolutions and receipts among its permanent records.

F. Pastoral Counseling and Spiritual Direction

The Diocese of East Carolina requires that clergy and other pastoral care providers shall be required to have ongoing professional supervision or to refer an individual to professional counseling after six sessions have been held around a given life issue. Fees or donations for pastoral care are prohibited. No called or elected pastor during active full-time pastorate shall practice as a certified fee-based pastoral counselor according to North Carolina Law. Other persons offering fee-based counseling must possess appropriate professional credentials, North Carolina license and proof of separate professional liability insurance, including coverage for Sexual Misconduct in force at all times. Persons practicing formal spiritual direction shall submit that ministry to peer or supervisory review with a spiritual advisor or acceptable professional advisor approved by the Bishop.

G. Clergy Dating

Any single cleric contemplating a dating relationship with a person with whom the cleric has a pastoral relationship is advised to seek discernment in the Christian community with someone such as the Bishop or representatives of the parish or other place of ministry. In addition, care must be taken in such a situation that pastoral care for the parishioner is available from another priest.

III. STATEMENT OF PROCEDURES

The procedures which follow as part and parcel of this policy apply to all clergy, lay employees and volunteers of the congregations and other bodies within this diocese.

A. Building Principles

This procedure is intended to acknowledge several concerns:

- * that all allegations, for the sake of the alleged perpetrator, the complainant (and alleged victim if not the same) as well as the whole of the Christian community, shall be taken seriously;

- * that every allegation which reaches the Bishop deserves a response from the Bishop;
- * that the Bishop, by necessity shall involve others in assessing and evaluating the substance of allegations;
- * that the Bishop will employ these procedures in each instance of allegation unless the Bishop is absolutely persuaded that the allegation is obviously unfounded or of a trivial nature;
- * that the Bishop holds both pastoral and disciplinary responsibilities;
- * that a shared approach, involving legal, mental health and pastoral resources is desirable;
- * that litigation by its very nature is a recourse available to anyone;
- * that a uniform procedure intends that all cases will be treated with compassion and justice, as well as consistency;
- * that the Bishop's pastoral concern is directed to both alleged perpetrators, as well as alleged victims, their families and the affected Christian community;
- * that the Bishop may consult, in confidence, with any person so chosen to review issues and materials regarding any alleged incident(s) of sexual misconduct;
- * that the Bishop should refrain from placing conversations regarding allegations within a sacramental framework, but is well-advised to guard the privacy of all individuals concerned with utmost care;
- * that the Bishop may refer cases for further investigation under relevant canonical procedures when deemed appropriate; and,
- * that the principals and procedures in Section F of this document be understood as an integral part of the process.

B. RESPONSE TEAMS

The Bishop will appoint both lay persons and clergy to serve on Response Teams. Individually or in teams, they may be called upon to investigate all complaints of clergy sexual misconduct referred to them, serve as the Bishop's liaison with complainants, or lead the process for healing in the congregation (as described below). No member of a Response Team will serve simultaneously as an advocate or liaison for an alleged victim and as an investigator of the complaint made by the person.

All Response Team members will have received training in the areas of case intervention and interviewing alleged victims, the accused and witnesses. Such training will be supervised by the office of the Bishop.

Response Team members will not be assigned to investigate any complaint where their judgment or objectivity may be impaired by relationship to any of the parties to a complaint or by the appearance of an impediment.

C. NOTIFICATIONS AND RESPONSES

1. All complaints of sexual misconduct shall be reported immediately to the Bishop.
2. If the complaint is against a lay staff worker, the head of the employing agency involved may be notified and will immediately notify the Bishop.
3. Complaints involving a violation of federal or state laws regarding sexual abuse of a minor or incompetent adult must be reported immediately to the local Department of Social Services as well as to the Bishop. The Bishop, Church officials or employees with knowledge of such alleged abuse, will cooperate fully with authorities, insofar as canonical responsibilities permit.
4. Within three working days after receiving a verbal or written complaint of sexual misconduct the Bishop will assign the complaint to a Response Team for investigation.
5. The Bishop's office will immediately notify the complainant(s) and the alleged offender that a complaint has been filed and assigned to a Response Team for investigation.
6. The Bishop will notify the Chancellor and/or Standing Committee, as appropriate, as well as appropriate insurance officials.

7. As soon as it is received, subject to the advice of the Chancellor, a copy of the written complaint will be given to the accused.
8. The Bishop will immediately issue a pastoral directive to the alleged offender proscribing any contact with the complainant until after the Response Team has completed its investigation. The Bishop may recommend the accused obtain private legal counsel (not from the Chancellor's office or attorneys representing the parish).
9. The Bishop may, consistent with Title IV of the Canons of the Episcopal Church and with the advice of the Chancellor, place on leave of absence with pay the person who is the subject of the allegation during an investigation. This leave is without prejudice and does not imply the guilt or innocence of the person under investigation.
10. The Bishop, with the advice of the Chancellor, may prepare a written official statement to the congregation stating only the relevant information. No further official statements about the alleged incident will be made without the advice of the Bishop and/or the Chancellor.
11. The Bishop or person(s) appointed by the Bishop, may meet with the vestry, congregation, and/or interim minister to assist the parish in responding to their crisis.
12. If the accused wishes the sacrament of penance or pastoral care, it is recommended that the accused should obtain those ministries from someone other than from within the parish or from the Bishop's office. The Bishop will ascertain and address the pastoral care needs of the accused.
13. Reporting and notification requirements as contained in the diocese, parish or other liability policies shall be strictly followed.
14. The Bishop is advised not to:
 - a. Post bond for the accused;
 - b. Advance legal, or other expenses;
 - c. Advocate or rationalize the accused's behavior;
 - d. Act as "prosecutor" of either the complainant or accused;
 - e. Express opinions during the investigation, but to speak only to known facts;

- f. Admit liability, discuss or seek settlement;
- g. Expect nor accept any "quick cure" of the accused; and,
- h. Transfer the accused to another position where a similar offense might be repeated.

15. Nothing in these policies or procedures is intended to limit the discretion of the Bishop assisting individuals to obtain appropriate care and treatment.

D. INVESTIGATION

1. The Bishop and the Response Team will meet with the complainant(s) within five working days of receiving notification of the complaint unless good cause exists for delay. The complainant(s) may be accompanied by a person of his or her choice. The purpose of this meeting is to advise the complainant(s) of the procedures which will be used in investigating the complaint, to introduce the members of the Response Team, and to provide information to the complainant(s) as to the policies and procedures of the Diocese.

2. The Bishop and the Response Team will meet with the accused for the same purposes as the initial meeting with the complainant(s). The accused may be accompanied by a person of his/her choice.

3. The Bishop will specify to complainant(s) and to accused appropriate guidelines for privacy. The complainant(s) and accused will be kept informed at all stages of the process and told of its outcome. Communication with the complainant(s) and the accused during the course of the investigation should be through one or more designated members of the Response Team, and not through the Bishop.

4. Prior to undertaking the investigation of the complaint, the Response Team will obtain from the complainant(s) a written statement including: dates, times, location, and specific details of the alleged misconduct. The statement is to include names, addresses and telephone numbers of all complainant(s) and witnesses. The complainant(s) will be asked to sign the written statement and will be furnished a copy of the signed statement.

5. The Response Team will meet with all witnesses and such other persons the Team consider appropriate. If desired, any party or witnesses to the alleged misconduct will be permitted to submit a statement in writing. The accused will be afforded an opportunity to insert into the record a written statement. The Bishop will not participate in the investigation except as set out in these procedures.

6. The Bishop may arrange for a Professional Rehabilitation Assessment of the accused, by a person with appropriate professional credentials and experience approved of the Church Insurance Company. Neither the request nor the fact of an evaluation implies a finding or presumption of guilt or innocence. The results of the evaluation will be available to the Response Team and the accused. The results will be furnished to the Bishop with the written report of the Response Team. The Diocese will pay for the evaluation.

7. The Bishop may, after investigating, take disciplinary measures, including the initiation of proceedings in accordance with canon law.

E. REPORTS AND RECOMMENDATIONS

The Response Team will make at least a preliminary, written report and recommendations to the Bishop within fourteen (14) days of their receiving the initial complaint. The Response Team will move as swiftly as possible towards completion of a final report and recommendations to the Bishop. The final report will include the original written statements of the complainant and all written statements submitted by other persons.

F. DISPOSITION

The Bishop may accept, reject or request further investigation or clarification of the Response Team's report and recommendations. In the event of rejection, the Bishop will attach to the report a statement of his reasons for rejection.

Upon receipt of the Response Team's recommendation, the Bishop and such other persons of his/her choosing may, at his discretion, meet with the complainant(s) and the accused (each may be accompanied by an individual of their choice), either jointly or separately, or may appoint a personal representative for this purpose. The Bishop will immediately notify the wardens, if the accused serves a parish, and begin the process of healing in the parish. The Bishop, or the Bishop's representative, may meet with the congregation in open forum.

Unsubstantiated Complaints

1. If the Response Team recommends that the allegation be found unsubstantiated and the Bishop adopts the recommendation the Bishop shall, if he deems it appropriate, begin a process of individual or corporate healing. The Bishop will meet with the complainant and the alleged offender, each may be accompanied by an individual of their choice, to discuss what steps may be necessary to make known the determination. The accused will be afforded an opportunity to clear his/her name and to insert (if not already done) into the file a statement of innocence. The Bishop may exonerate the accused publicly or privately.

Substantiated Complaints

1. If the allegation is substantiated and the Bishop adopts the recommendation, the Bishop will immediately inform the victim(s) and the accused. The Bishop may impose disciplinary action including, but not limited to, therapeutic and law enforcement referrals, inhibition of ministerial privileges and/or initiation of deposition proceedings. Any disciplinary action will be in accordance with The Canons of the Episcopal Church.

2. The Bishop will meet with the victim and the victim's family, if appropriate, to express the Church's regret and discuss how the Church may assist them.

3. The Bishop or a representative appointed by the Bishop will meet with the offender. The accused may be accompanied by another person if the accused desires. The Bishop or a representative will discuss what disciplinary actions the Bishop intends to take, and when indicated, after assessment, refer the accused for appropriate therapy.

4. The Bishop will ensure that all recommended actions are being pursued by the accused and will receive periodic reports from the providers of therapeutic services, without clinical details, concerning general progress and recommendations for further services.

5. In making any decision about professional rehabilitation and future employment for the accused, the Bishop will be guided by the professional rehabilitation assessment of a credentialed professional approved by The Church Insurance Company. In many cases, significant involvement in personal psychotherapy and employment outside the Church will be required before any re-deployment in the Church will be considered. Public acknowledgment of the misconduct, including exoneration of, and restitution to the victim, will normally be required.

6. The Bishop, or the Bishop's representative, will inform the victim(s) that actions are being taken, without specifically disclosing the clinical content.

7. If the accused cleric is not willing to pursue the courses of therapeutic action recommended, he/she will continue under temporary suspension while other alternatives are considered. Failure to comply within a reasonable time will be grounds for long-term suspension or deposition.

8.(A) The Bishop may invoke any of several sanctions, as deemed appropriate:

CAUTION: In a case where conduct has been unwise, but not necessarily unethical, behavior, the Bishop may give a verbal caution to the person.

WARNING: In case of clearly inappropriate behavior and possibly unethical behavior, the Bishop may give a warning in writing.

REPRIMAND: In a case involving unethical behavior, the person will appear before the Diocesan Bishop and will be given a reprimand in writing.

CENSURE: A record of the action will be put in the file. Appropriate Diocesan personal rehabilitation will be provided as needed, with ongoing (at least one year) accountability to the Diocesan Bishop.

INHIBITION: The inhibition will continue until there is clear evidence to the Diocesan Bishop of rehabilitation and restoration (See Canon 22, Section 20).

SUSPENSION: At any time, the Bishop may refer the matter to Bishop's Court (see Canon 22, Section 12).

8.(B) Misconduct sanctions in the case of other than ordained persons will be invoked in accordance with the Diocesan canon law in conjunction with the Bishop's recommendation.

9. The Bishop, or the Bishop's representative, may meet with the offender's family to discuss how the Church may assist them.

10. The Bishop, Response Team members and all other representatives of the Diocese will make every effort to protect the privacy of victims of clergy sexual misconduct.

a. All complaints, records of Response Team's investigations and determinations by the Bishop will be held in strict confidence in the Bishop's office and separate from ordinary personnel files. The files may be made available by the Diocese if requested by subpoena.

b. The Response Team will not disclose any part of their investigation to anyone except the Bishop and Standing Committee, or pursuant to a court process. Response Team members will not retain personal copies of any investigatory records.

11. If a complainant alleges sexual misconduct by the Diocesan Bishop, the Standing Committee will ask a Bishop serving in another diocese to perform the procedures outlined in this policy.

G. HEALING IN THE CONGREGATION

Basic Principles:

1. It is appropriate for the Bishop (or a designated representative) to be in regular contact with the victim(s) and to describe to them the process for congregational healing before such a process actually begins.
2. There is a need to balance the privacy of the victim(s) against the importance of openness with the congregation.
3. Insofar as possible, the identities of victims need to be kept in confidence. Therefore, any details which may identify victims must be guarded carefully.
4. Experience teaches us that parishioners usually know that "something is going on." In the absence of facts, rumor and speculation increase.
5. The lay leadership of a congregation should be given the first opportunity to be made aware of the issues which have emerged. The participation of this group is vital in planning the processes for congregational healing.
6. The healing and unity of a congregation are fostered if there is an open congregational meeting at which the Bishop and/or designated representative present as much information (facts only) as possible to the assembled group.
7. Such a meeting, regardless of the extent of the information given, constitutes a trauma for the congregation. Appropriate personnel, trained in crisis ministry, should be invited to be present and should make themselves available on a small group or one-to-one basis immediately after the formal presentation.
8. The format of the congregational meeting should follow the outline of a Trauma Debriefing Process (see Appendix H), with minor modifications made as needed to fit the particular circumstances. It is important that the congregational meeting be held in the Church building. If new information comes to light, further meetings may be held. The message is "The Church is a place for truth ... We follow the One who described Himself as the Way, Truth and Life."
9. Regular follow-up sessions with the congregation should be held in the first year after the disclosure of the incident(s). (See Appendix H, section on Congregational Follow-up.)

10. If an Interim Minister is engaged, special training should be made available if he/she has not had experience with congregations in this kind of crisis situation. That person should have regular opportunities to debrief, report and have consultation with the Bishop (or the designated staff person) and other counselors.

11. Local mental health resources (including sliding-fee agencies) should be publicized so that members of the congregation know how to access these services. The congregation will inevitably include people who are victims of other kinds of abuse, to whom this incident will bring a re-awakening of any unfinished issues. More and more communities have publicly-funded Sexual Assault Services which offer a variety of specialized resources.

12. In no way should the Bishop or any other church worker attempt to impede persons who wish to consult with legal authorities.

13. If the media becomes involved, there should be two or three spokespersons, appointed by the Bishop in consultation with an appropriate local representative, who will be the only persons authorized to respond to the media.

14. Additional resources of the Church which may be appropriate are:

- a. regular prayer for the victim involved;
- b. preaching on the subject of violations of trust;
- c. liturgical acts of corporate penance;
- d. in the event that incarceration or other punitive action follows legal proceedings, means for a congregation to deal appropriately with clergy who may be in prison should be addressed.

APPENDIX A

Sample Form of Resolution Adopting Diocesan Sexual Misconduct Policies

RESOLVED that the Vestry of _____ hereby adopts the Diocese of East Carolina's Policies and Procedures Concerning Allegations and Incidents of Sexual Misconduct, attached hereto, as the policies and procedures of this [Parish] [Separate Congregation].

APPENDIX B

Sample Form of Receipt

I hereby acknowledge that I have received a copy of the Policies and Procedures Concerning Allegations and Incidents of Sexual Misconduct of the Diocese of East Carolina and that I have read them.

Signature

Print Name

Date

APPENDIX C

NORTH CAROLINA CHILD ABUSE STATUTES AND REPORTING REQUIREMENTS

1. Required Reporters

Any person or institution with cause to suspect a juvenile is abused or neglected is required to report the information to the Director of Social Services for the county where the child resides. The report may be made orally, by telephone or in writing. The statute spells out in great detail the information to be reported if known. The person making the report orally or by telephone is required to provide name, address and phone number, but, if refused, the Department is not prevented from investigating the report. (NCGS 7A-543 (1991))

There is no criminal penalty for failure to report known abuse or neglect. However, civil exposure is a possibility and failure to conform to a statutory requirement strengthens the plaintiff's position.

Anyone making a report in good faith to DSS is immune from any civil or criminal liability to which the report may give rise. Good faith will be presumed in a liability case meaning the burden of proof of lack of good faith in reporting must be proven by the person seeking damages.

2. Conduct to be Reported

Our statutes define a juvenile as any person who is under 18 and not married, emancipated or a member of the military. While the terms abuse and neglect are not defined, the statute defines "abused juveniles" and "neglected juveniles."

Abusive conduct to be reported is that of the parent or other person responsible for a juvenile's care and covers several categories of actions:

- *Inflicts or allows to be inflicted physical injury by other than accidental means which causes a substantial risk of death, disfigurement, impairment of physical health, or loss or impairment of any bodily organ;

- *Creates or allows to be created a substantial risk of physical injury likely to cause death, disfigurement, impairment or loss or impairment of any bodily organ;

- *Commits, permits or encourages violation of listed laws, by, with or upon the juvenile. The statute contains a laundry list of sexual crimes;

*Creates or allows serious emotional damage and refuses to permit, provide for or participate in treatment. Serious emotional damage is evidenced by a juvenile's severe anxiety, depression, withdrawal or aggressive behavior toward himself or others;

*Encourages, directs or approves of delinquent acts involving moral turpitude committed by the juvenile. (NCGS 7A-517 (1) (1991))

Neglect by the parent, guardian, custodian or caregiver must also be reported. Neglect includes failure to give proper care, supervision or discipline; abandonment; failure to provide necessary medical care; allowance of an environment injurious to the juvenile's welfare; or placement for care or adoption in violation of the law. (NCGS 7A-517 (21) (1991))

APPENDIX D

Information Concerning Personnel Screening

The Episcopal Church in the Diocese of East Carolina seeks to maintain a safe, secure and loving place where care givers, teachers and leaders, both paid and volunteer, minister appropriately to the needs of all persons. Among other efforts to preserve and maintain such an environment, it is appropriate that careful personnel screening procedures be conducted with respect to (i) all clergy, (ii) all Church employees and (iii) volunteers who regularly supervise youth activities (excluding unpaid Sunday School teachers). It is important to note that background checks are conducted not because the Church presumes any person to be unsuitable to engage in ministry; we conduct background checks to carry out our obligation to make affirmative efforts to maintain a safe environment within the Church.

There are certain routine aspects of any diligent personnel screening procedures, including the consistent use of applications prior to a person's engagement in ministry within the Church, consideration of the information contained in the completed application, careful and thoughtful inquiries of former employers and other persons, and such related follow up inquiries as may be suggested on the basis of information acquired through this process.

To assure the Church's ability to demonstrate that it has taken all reasonable action to assure that ministry is conducted by appropriate persons, complete records must be made of all activities constituting background checks and such records should be maintained indefinitely.

BASIC PROCEDURES FOR PERSONNEL SCREENING

Application Form. Normally, the first step in screening of personnel is obtaining a completed, signed application form. A sample of such a form is included in Appendix E to these policies. A form such as this assures that all necessary information is obtained efficiently in written form. It is desirable to have a completed form prior to the personal interview, so that any incomplete or questionable responses can be explored at that time.

Personal Interview. The personal interview provides an opportunity to explore any aspects in which information in an application is incomplete or to pursue any responses that raise issues of any kind. Written notes should be made evidencing questions asked and responses provided in the course of the interview.

Reference Checks. Following the personal interview and receipt of a completed application, contact should be made of all bishops having past or present canonical authority over the individual (where the individual is an ordained person), all schools attended by the individual during the past five years, and all employers of the individual during the past five years. In addition, contact should be made with two personal references.

Reference checks may be made in writing, through the use of a form similar to that included in Appendix F, or through personal telephone contact with the persons in question. Where contacts are made in person or by telephone, the questions included in Appendix F should be asked of each reference contacted. A detailed written record, indicating questions asked and responses given, should be made with respect to each reference inquiry made in person or by telephone.

Public Records Checks. A routine inquiry of public records also may be carried out with respect to all persons covered by mandatory personnel screening requirements.

Other Follow Up. The procedures described above constitute basic information gathering. It is vitally important that all information gathered be evaluated with care to ensure that the information is complete. Equally important, the information should be evaluated carefully to determine whether the responses suggest that further inquiry is warranted.

MAINTENANCE OF RECORDS

Information collected during this process should be treated in strict confidence and maintained securely to protect the privacy of the applicant and persons furnishing background information or references. Records evidencing background investigations should be maintained indefinitely.

APPENDIX E

Sample Application Form

This application is to be completed by all clergy, all employees and all volunteers who regularly supervise youth activities (excluding unpaid Sunday School teachers).

Personal Information:

Name: _____
 Last First Middle

Present Address: _____
 Street
 _____ _____ _____
 City State Zip Code

Home Phone: (____) _____

1. Position for which this application is being made: _____
2. On what date would you be available? _____
3. Minimum length of commitment. _____
4. Social Security Number: _____
5. Driver's License Number: _____ State _____
6. List other names used (maiden, former, nickname, a/k/a's)

7. Previous home addresses with applicable dates (list last two):

8.

Name and address of church of which you are a member.
9.

List all previous church work involving youth (identify church, location, dates, and type of work).
10.

List any gifts, callings, training, education or other factors that have prepared you for work with children and/or youth.
11.

Have you had any driver's license or other license (e.g., professional) suspended or revoked? If so, give full details.
12.

Have you ever been convicted of driving under the influence? If so, list each such conviction, when and where it was made and its outcome.

13. Have you ever been convicted of child abuse or a crime involving actual or attempted sexual molestation of a minor? If so, please explain.
- _____
- _____
14. Has any formal or informal charge, claim, or complaint ever been made that you engaged in inappropriate sexual behavior? If so, give full details.
- _____
- _____
15. Is there any fact or circumstance about you or your background that would call into question the advisability of entrusting you with the supervision, guidance, and care of young people (e.g. child abuse, physical abuse, etc.)?
- _____
- _____
16. Please furnish the names of two persons, other than relatives or present or former employers to serve as personal references.
- Name: _____
- Address: _____
- _____
- Telephone: _____

Under penalty of perjury, I swear or affirm that the information given above is true, complete and correct.

Signed _____

Date _____

APPENDIX F

May 12, 1994

The Rev. Jane Doe
310 Montgomery Street
Kinston, NC 28503

Re: Background Investigation

Dear Ms. Doe:

The Diocese of East Carolina is committed to protecting persons from sexual misconduct by Episcopal clergy and employees, and thus it has adopted a policy whereby a background investigation concerning sexual misconduct is required of all clergy, certain lay employees and youth workers prior to employment in this diocese. Background checks will be done of all persons prior to ordination, employment or acceptance into the Diocese of East Carolina. These are required by our insurance carrier.

So that we can make these inquiries, I ask you to complete the following two forms:

1. "Identification of Schools, Employers, Congregations and Bishops," on which you are asked to identify all educational institutions that you attended; all Bishops under whom you have served; also, all those by whom you were employed, and all congregations you have served in the past five years. You should consider yourself to have been "employed" by any entity for which you provided substantial services, whether or not you were paid for those services.
2. "Authorization to Release Information," by which you will give those schools, employers, congregations and bishops permission to divulge information regarding any sexual misconduct in which you were involved or suspected of being involved, or any crimes (other than a parking violation) of which you have been convicted.

Please forward your completed forms to Oxford Document Management Company, Inc., to process the paperwork for these background investigations, as soon as possible. A return envelope is enclosed, or you may fax the forms to them at (612) 566-0438. After your forms are received, Oxford Document Management will write to each of the schools, employers, congregations and bishops that you have identified and ask them to inform us whether you were involved in, or they have reason to believe you were involved in, sexual misconduct as we have defined it in the attached materials. The communication with your schools, employers, congregations and bishops will make it clear that our inquiry is being made to comply with our diocesan policy and not because we suspect that you have engaged in inappropriate conduct.

If any information concerning sexual misconduct or other crime is reported, the information will be given directly to me to determine what action, if any, should be taken in response to the report. If a report of sexual misconduct is made, I will discuss it with you.

Thank you very much for your attention to this important matter. While this is a difficult subject for the entire Church, we believe we are taking necessary and responsible action on behalf of the safety and well being of the people of God. I wish you well in your continuing ministry.

Faithfully,

The Rt. Rev. Clifton Daniel, 3rd
Bishop, Diocese of East Carolina

Enclosures: Episcopal Diocese of East Carolina Definition of Sexual Misconduct
Identification of Schools, Employers, Congregations and Bishops
Authorization of Release Information
Return Envelope

If you have questions for clarification and information about the Diocesan procedures, please call the Diocesan office - 888-622-4778 or 252-522-0885.

IDENTIFICATION FORM

Your Name _____

Residential Address _____

Residential Telephone No. _____
(Area Code)

Social Security Number _____

IDENTIFICATION OF SCHOOLS, EMPLOYERS, CONGREGATIONS AND BISHOPS

Please identify below all educational institutions that you have attended for at least one quarter/semester or more, all who have employed you, all congregations you have served (and the name and address of the current Senior Warden) in the past five years, and all who served as your bishop. You should consider yourself as having been "employed" by an entity for which you provided substantial services, whether or not you were paid for those services. Attach additional pages if necessary.

EDUCATIONAL INSTITUTIONS

1. Name _____

Address _____

Dates Attended: From _____ To _____

Person/Office to Contact _____

2. Name _____

Address _____

Dates Attended: From _____ To _____

Person/Office to Contact _____

CURRENT EMPLOYER/CONGREGATION SERVING

Name of Employer/Congregation _____

Address _____

Your Position or Title _____

Dates Employed: From _____ To Present

Person/Office to Contact _____

FORMER EMPLOYERS/CONGREGATIONS

1. Name of Employer/Congregation _____

Address _____

Your Position(s) or Title(s) _____

Dates Employed: From _____ To _____

Person/Office to Contact _____

2. Name of Employer/Congregation _____

Address _____

Your Position(s) or Title(s) _____

Dates Employed: From _____ To _____

Person/Office to Contact _____

3. Name of Employer/Congregation _____

Address _____

Your Position(s) or Title(s) _____

Date Employed: From _____ To _____

Person/Office to Contact _____

BISHOPS

Name of Current Bishop _____

Bishop's Diocese and/or Current Address _____

Name(s) of Former Bishop(s) _____

Bishop's Diocese and/or Current Address _____

I hereby certify that I have listed on this form or on pages attached to this form all educational institutions that I have attended; all those who have employed me and all congregations that I have served in the past five years; and all who served as my bishop.

Dated: _____ Signed _____

AUTHORIZATION TO RELEASE INFORMATION

I understand that the Episcopal Diocese of East Carolina's policy is to ask the schools that I attended, my employers, the congregations I serve(d) in the past five years and those who serve(d) as my bishop whether they know or have reason to believe that I have been involved in sexual misconduct or have been convicted of any crimes (other than parking tickets). I further understand that the Diocese is particularly (although not solely) concerned about whether I have engaged in sexual misconduct with any person whom I counseled.

I have identified for the Diocese all schools that I attended, all those who employed me, and all congregations I have served in the past five years and all those who served as my bishop. I hereby authorize every one of those schools, employers, congregations and bishops to inform the Diocese of any knowledge that they may have about possible sexual misconduct by me or reason to believe that I have engaged in sexual misconduct or of any crimes of which I have been convicted.

I hereby release and agree to hold harmless from liability any person or organization that provides such information. I also agree to release and hold harmless the Diocese of East Carolina their officers, employees, agents and volunteers from any and all liability as it relates to any investigation taken by them regarding the information contained in this application, or any action by them as a result of such investigation.

I understand that by releasing this information to the Diocese of East Carolina, my schools, employers, congregations and bishops will not be vouching for its accuracy.

I authorize my schools, employers, congregations and bishops to treat a photocopy of this release as though it were the original executed copy.

Signature

Print Name

Date

PERSONAL AND CONFIDENTIAL

May 12, 1994

Episcopal Diocese of East Carolina
ATTN: The Rt. Rev. Clifton Daniel, 3rd
P.O. Box 1336
Kinston, NC 28503

Re: Background Investigation: The Rev. Jane Doe

Dear Bishop Daniel:

The Diocese of East Carolina is strongly committed to protecting persons from sexual misconduct by Episcopal clergy, and thus it has adopted a policy whereby a background investigation concerning sexual misconduct and criminal convictions is required of all clergy prior to employment in this diocese.

The above-named cleric is a candidate for a position in the Diocese of East Carolina. That person has identified you or your institution as a school that he or she attended; an employer or congregation for whom he or she has worked or a congregation he or she has served in the past five years, or a bishop under whom he or she served. That person has also authorized you to tell us whether you know or have reason to believe that he or she has engaged in sexual misconduct or has been convicted of any crime (other than parking violations). (A copy of that authorization is enclosed.) We are particularly (although not solely) concerned about whether this cleric has engaged in sexual contact with any person whom he or she counseled. As we hope we have made clear, this request for information is being made to comply with the Diocese's policy on sexual misconduct by clergy and employees and not because we have any reason to believe that the above-named applicant has in fact engaged in inappropriate behavior.

Enclosed you will find a "Reporting Form" and "Instructions for Completing Reporting Form." Please review the Instructions carefully and then complete and return the Reporting Form IMMEDIATELY. We understand, as does the above-named person, that you will not be personally vouching for the accuracy of any information you report. If you report sexual misconduct, the information will be given to me as the Bishop of the Diocese of East Carolina.

Thank you for your assistance.

Faithfully,

The Rt. Rev. Clifton Daniel, 3rd
Bishop, Diocese of East Carolina

Enclosures: Episcopal Diocese of East Carolina Definition of Sexual Misconduct
Authorization to Release Information
Reporting Form
Instructions for Completing Reporting Form
Return Envelope

If you have questions of clarification and information about the diocesan procedures call the Diocesan office - 888-622-4778 or 252-522-0885.

The Diocese of East Carolina

Definition of Sexual Misconduct

The Diocese of East Carolina strictly prohibits sexual misconduct of any type by any ordained person (deacon, transitional deacon, priest, or bishop) canonically resident or functioning in the Diocese of East Carolina or by any other church worker or volunteer.

The Diocese of East Carolina strictly prohibits interaction with children and youth by anyone with a civil or criminal record of child abuse or who has admitted prior sexual abuse or anyone known to have a paraphiliac diagnosis (e.g. pedophilia, ephebophilia, exhibitionism, voyeurism, etc.) as defined by the American Psychiatric Association.

a. Sexual Abuse

Sexual abuse is sexual involvement or contact by one person with another person who is a minor or who is legally incompetent. Sexual abuse is a criminal offense and must be reported to law enforcement officials. It is diocesan policy to make such reports immediately and to cooperate fully with law enforcement officials in investigating any allegations of sexual abuse. Sexual abuse also includes those acts of a sexual nature as defined as criminal acts in Chapter 14 of the General Statutes of the State of North Carolina.

b. Sexual Harassment

Sexual harassment includes, but is not limited to, sexually oriented humor or language, questions or comments about sexual behavior or preference, unwelcome or undesired physical contact, inappropriate comments about clothing or physical appearance, or repeated requests for social engagements. This includes harassment of those in an employment, colleague, or mentor relationship and also includes harassment of aspirants, postulants, and candidates and seminarians sponsored by or working in this diocese.

c. Sexual Exploitation

Sexual exploitation is betrayal of trust by the development or the attempted development of a sexual or romantic relationship between a cleric and a person with whom the cleric has a pastoral relationship. Sexual exploitation includes activity such as intercourse, kissing, touching of breasts or genitals, dating during the course of a counseling relationship, verbal suggestions by a cleric of sexual involvement or sexually demeaning comments by a cleric. The apparent consent of a possible victim to the sexual or romantic relationship seldom determines whether there has been sexual exploitation because the imbalance of power between the cleric and person in a pastoral relationship may undermine the validity of such consent.

Pastoral Relationship means:

any relationship between a cleric, employee or volunteer and any person to whom such cleric, employee or volunteer provides counseling, pastoral care, spiritual direction, spiritual guidance or from whom such cleric, employee or volunteer has received a confession or confidential or privileged information.

The above definitions refer to misconduct by clergy, lay employees and volunteers of the Episcopal Church and this diocese.

REPORTING FORM

Name of Cleric: The Rev. Jane Doe

Social Security Number: 111-11-1111

Name and Address of School Representative/Employer/Congregation Representative/Bishop completing this form:

Dates Cleric Attended School/was Employed/Served Congregation/Served under Bishop:

From _____ To _____

Position(s) or Title(s) Held: _____

CERTIFICATION

My Name is _____, I:

_____ served as the above-named cleric's bishop; or

_____ hold the following position with the above-named school/employer/congregation/:

I hereby certify that I have read the "Diocese of East Carolina's Policy and Definition of Sexual Misconduct" and the "Instructions for Completing Reporting Form" provided by the Episcopal Diocese of East Carolina. I further certify that I have reviewed the academic/employment/service history of the above-named cleric.

On the basis of my review, I certify the following:

_____ I do not know, nor have reason to believe that the cleric has engaged in sexual misconduct as defined in the "Diocese of East Carolina's policy and Definition of Sexual Misconduct" (including, but not limited to, sexual contact with a counselee or former counselee).

_____ To my knowledge the cleric has not been convicted of any crimes (other than parking violations).

_____ I have the following information regarding the possibility that the cleric has engaged in sexual misconduct, and/or has been convicted of a crime:

(Attach additional pages if necessary)

Signed: _____

Dated: _____

Please return this form in the enclosed envelope or in an envelope marked "Confidential" to:

Oxford Document Management Company, Inc.
P.O. Box 29631
Minneapolis, Minnesota 55430

INSTRUCTIONS FOR COMPLETING REPORTING FORM

Re: The Rev. Jane Doe

1. The Diocese of East Carolina is committed to protecting persons from sexual misconduct by Episcopal clergy, and thus it has adopted a policy whereby a background investigation concerning sexual misconduct and criminal convictions is required of all clergy prior to employment in the diocese. Therefore, all candidates for a position in a parish or diocesan office are required to successfully complete such a background investigation.
2. All candidates are required to identify all educational institutions that they attended, all those by whom they were employed; congregations they served in the past five years; and all bishops under whom they served. These clerics are instructed to identify as "employers" all those for whom they provided substantial services, whether or not they were paid for those services. In addition, each must sign an authorization giving his or her schools, employers, congregations and bishops permission to share with the Diocese any information they have about the involvement of the cleric in sexual misconduct as defined in the "Diocese of East Carolina's Definition of Sexual Misconduct" which is enclosed with these materials.
3. The above-named cleric has identified you or your institution as one of his or her schools, employers, congregations or bishops and has authorized you to release to the Diocese any information that you have about possible sexual misconduct and/or crimes involving the cleric. A copy of that authorization is enclosed.
4. The Diocese asks that you complete the Reporting Form and return it in the envelope provided within two weeks.
5. Please ask those whom you consult whether they have any knowledge or reason to know of sexual misconduct involving the cleric. All information you gather on sexual misconduct should be included on the reporting form. We are particularly (although not solely) concerned about whether there is any reason to believe that the cleric engaged in sexual contact with a counselee or former counselee. Please be certain to explain the reason for your inquiries to every person who you consult so that they do not wrongly assume that the above-named cleric has been accused of misconduct.

SENIOR WARDENS: If you are the senior warden of an Episcopal congregation, we request that you consult the senior wardens, priests and deacons who served the congregation during and after the time of the cleric's service. You can, of course, consult others who may have relevant information.

6. The Diocese understands, as does the cleric, that in reporting information to us you will be vouching for its accuracy. If you report sexual misconduct, the information will first be given to Clifton Daniel, 3rd, Bishop, who will determine what action, if any, is taken in response to the report.

7. WE STRESS AGAIN THAT THIS REQUEST FOR INFORMATION IS BEING MADE TO COMPLY WITH THE DIOCESE OF EAST CAROLINA'S POLICY CONCERNING THE PROHIBITING OF SEXUAL MISCONDUCT BY CLERGY AND NOT BECAUSE THE DIOCESE HAS ANY REASON TO BELIEVE THAT THE ABOVE-NAMED CLERIC HAS ENGAGED IN SEXUAL MISCONDUCT.

8. If you have any questions about the Diocese's request, or if you will be unable to return the Reporting Form within two weeks, please call the Diocesan office.

Thank you for your cooperation.

PERSONAL AND CONFIDENTIAL
CERTIFIED MAIL - RETURN RECEIPT REQUESTED

May 12, 1994

Episcopal Diocese of East Carolina
ATTN: The Rt. Rev. Clifton Daniel, 3rd
P.O. Box 1336
Kinston, NC 28503

Re: Background Investigation: The Rev. Jane Doe

Dear Bishop Daniel:

On April 19, 1994, the Episcopal Diocese of East Carolina sent the enclosed materials to you and asked you to return the Reporting Form within two weeks or to notify us if you would be unable to do so. Two weeks have passed, and we have no response from you.

If for some reason you cannot reply promptly, please write to us at the above address. Your cooperation would be very much appreciated.

Faithfully,

The Rt. Rev. Clifton Daniel, 3rd
Bishop, Diocese of East Carolina

Enclosures: Episcopal Diocese of East Carolina Definition of Sexual Misconduct
Authorization to Release Information
Instructions for Completing Reporting Form
Reporting Form
Return Envelope

cc: The Rev. Jane Doe (with enclosures)

May 12, 1994

The Rev. Jane Doe
110 West Franklin Street
Kinston, NC 28503

Re: Background Investigation

Dear Jane Doe:

Enclosed please find a copy of the letter that was sent via certified mail to one of the schools, employers, congregations or bishops that you identified for us. The school, employer, congregation or bishop has not replied to our written inquiry about you.

We urge you to notify the school, employer, congregation or bishop directly and ask that party to respond to our inquiry.

Faithfully,

The Rt. Rev. Clifton Daniel, 3rd
Bishop, Diocese of East Carolina

Enclosure: Bishop's letter(s) of May 12, 1994.

APPENDIX G
PROCESS SUMMARY

I. INITIAL PROCESS

1. Complaint received.
2. The Bishop is informed.
3. The Bishop assigns a Response Team unless he considered the complaint unfounded or trivial.
4. If not done previously, the Response Team gets information in writing from the alleged victim.
5. The Bishop notifies the alleged victim and accused that a complaint has been filed.
6. The Bishop issues a pastoral directive to the alleged accused that there is to be no contact with the complainant.
7. At the Bishop's discretion, written notification is made to the parish.
8. Depending on contractual obligations, the insurance company(s) is notified.
9. Response Team:
 - a. Meets with the complainant within five working days.
 - b. Gets information in writing about the complaint.
 - c. Meets with the accused (and the Bishop).
 - d. Carries out such other investigations as it deems necessary, eg., clinical assessment, meeting with other victims.
 - e. Reports its findings to the Bishop.

II. IF THE COMPLAINT IS DETERMINED TO BE UNSUBSTANTIATED

1. Begin process of individual and corporate healing.
2. Meet with the accused and accuser (separately or together) to discuss how to make known the determination.
3. Make sure the accused has a chance to clear his/her name.
4. A statement of innocence is prepared for the file.
5. The Bishop may exonerate publicly or privately.
6. Any necessary action may be taken to prevent misconduct or the appearance of misconduct.

III. IF THE COMPLAINT IS DETERMINED TO BE SUBSTANTIATED

1. The complainant and offender are informed of determination.
2. The Bishop may impose disciplinary action consistent with the Canons of the Episcopal Church.
3. The Bishop meets with victim and family.
4. The Bishop or a representative meets with the offender.
5. The parish is notified and the process of healing is begun.
6. The Bishop is to receive reports of actions (e.g., counseling, treatment) taken by the offender.
7. The Bishop will take such action as is deemed necessary as the result of the professional rehabilitation assessment.
8. Failure of the offender to comply may result in long term suspension or deposition.
9. May meet with the offender's family.
10. Within two weeks of complaint, if needed, the Bishop may begin the process of congregational notification and healing.

APPENDIX H

I. TRAUMA DEBRIEFING: MODEL FOR A CONGREGATIONAL MEETING

Critical incidents and traumatic events, whatever they may be, have well-documented affects, both immediate and delayed. When a group such as a congregation experiences a trauma, the impact upon the congregation is likely to be an assortment of these symptoms:

- * a loss of energy, a feeling of paralysis;
- * distrust of leadership (often projected onto future leadership);
- * divisions within the group;
- * some group members isolating and withdrawing from the group;
- * anger displaced onto unrelated issues or out of proportion;
- * a conspiracy of silence about the traumatic event;
- * despair about the group's future;
- * blaming and distortions of responsibility for the event;
- * seeking a "quick fix" without thoughtful reflection;
- * difficulty making decisions which are normal and necessary.

All of these constituting a corporate response to the trauma are processed and integrated into the congregation's life. The parallel of destructive "family secrets" is obvious.

We have learned that a useful model for early congregational work at integrating a trauma is the model of "de-briefing" drawn from disciplines which do crisis counseling (emergency medicine, law enforcement military science, crisis chaplaincy, disaster agencies, etc.) A Trauma Debriefing allows participants to integrate the reality of the event with their own responses to the event. The Congregational Trauma Debriefing model has been shown to be an effective way to communicate data, surface feelings and lead a congregation into the future unhindered by the past.

A Trauma Debriefing experience is:

- * a structured, directed process for processing factual data;
- * an opportunity to accept the reality and chronology of events;
- * a chance to ventilate the feelings present during the trauma;
- * an exploration of the repercussions and consequences of the event;
- * seeking a context and a perspective on the trauma;
- * an opportunity to plan further responses to the event; and
- * a group experience: all those who experience the trauma share the debriefing experience (it is important to get as wide a participation as possible).

II. STEPS IN A TRAUMA DEBRIEFING FOR A CONGREGATION

1. Schedule the Debriefing as soon as possible after the alleged incident becomes public knowledge. Make certain everyone is aware of the Debriefing (phone or overnight mail).
2. Select a leader or co-leaders. Make sure that the leaders have had experience with this kind of process. Visible, though not in the role of leadership, should be the Bishop or other denominational authority.
3. Hold the congregational debriefing in the Church if possible. Although an opening prayer is fine, do not make it a liturgical event.
4. Have the Bishop (or representative) greet the attendees. Have one of the lay leadership also welcome those present. Then move quickly to the leader's self-introduction.
5. After the leader makes a brief self-introduction, the process is explained and the guidelines for the Debriefing are outlined.
6. Confidentiality of all participants is a matter that will vary depending on the circumstances. What is important, however, is the assurance that no one will be placed in jeopardy because of any disclosures which may happen during the Debriefing.
7. The facts and chronology of the trauma are presented. This is not a time for feelings to be expressed, and the group may need some direction to hold those until the next phase. Questions, notes on paper at an easel and a summary all help to encapsulate the facts of the situation. The purpose here is to give all those present a common record of the traumatic event (a so-called "consensual reality").

8. With as complete record as possible of the event, the leader now invites the expression of feelings. No feelings, however trivial, intense or unusual are to be discounted. The feelings are simply to be collected and heard - no effort should be made to fix, soothe or smooth over the expressed feelings. People may need to be directed and supported in expressing their own feelings (not the feelings of someone else).

9. The leader then asks for those present to turn their attention to the repercussions of the event. What might the future look like? This step bridges the trauma with the ongoing life of those involved in the trauma. This may be a time to explore some of the issues for the congregation in the near future. The issues may also be listed on newsprint or summarized verbally.

10. This next step is likely to come naturally, but may need the leader's direction. Here, people are invited to place the event within a context or perspective. In this place, there may be expressions of confusion or helplessness. There may be some curiosity about how other groups resolve an event of this sort. In this phase, people may have an awareness of paradox: Why do bad things happen? How can it be that such a talented priest could be involved in misconduct? Why do things like this happen in a Church? Where does the responsibility lie? What about the resources of our faith?

11. The final step is one of planning. This includes the scheduling of a follow up session one or two months into the future. Planning also includes a discussion of the ways in which the pastoral and sacramental needs of the congregation are to be met. Planning further includes a description of the resources available to people who may need counseling or other specialized attention.

12. For the immediate needs of those present, a congregational Debriefing Meeting Team should include some trained crisis professionals who will be available at areas in the church building so that individuals or groups may process their feelings further. These professionals are simply present to listen and support people in integrating the trauma.

13. At the meeting's end, the Congregational Debriefing Team should meet as a group to debrief their own experiences of the Congregational Debriefing Meeting. This final debriefing of the Team will be helpful in planning the follow-up monitoring of the congregation in the future: Are these issues which will need further clarification? Are there complicating factors or factors which require special ongoing attention? What does the lay leadership of the congregation require?

Either at this point or at another time, there should be an evaluation of the Congregational Meeting itself.

SUMMARY OF DEBRIEFING PROCESS

1. Introduction and overview of process
2. Collections of facts, chronology and data
3. Feelings present at the time of trauma
4. Repercussions
5. Context and perspective
6. Planning
7. Availability on-scene of trained listeners
8. Debriefing of team and evaluation of process.

IMPORTANT REMINDERS:

1. Have the Bishop or his designee present as participant.
2. Choose the leader with care.
3. Keep the Debriefing process to its specified structure.
4. Have trained listeners present for the last part of the meeting.
5. Be prepared for a long meeting!

III. CONGREGATIONAL FOLLOW-UP: THE FIRST YEAR

Even with the best of care, a congregation which has experienced clergy sexual misconduct will need an ongoing program of support and assistance. This need is especially crucial in the first year. This year, whether acknowledged or not, will be devoted to a healing process in which the congregation will slowly integrate the reality of its experience into its story. If such integration does not take place, the congregation may suffer from:

- * prolonged loss of energy;
- * despair about the future;

- * loss and/or isolation of some members;
- * distrust of leadership or of denominational personnel, difficulty making decisions or taking risks.
- * Follow-up with a congregation begins with the first congregational meeting or meetings about the incident(s) of clergy sexual misconduct. Future follow-up may take any of several forms:
 - * meeting between the Bishop's designee and the vestry to assess the healing process of the congregation; conversation with church staff (including an interim minister where present) as to their observations;
 - * study groups which consider the issues of ethics in the work place and/or clergy ethics (perhaps by reading a selected book for discussion);
 - * congregational self-evaluation (including the use of a questionnaire or survey instrument);
 - * congregational focus groups which address the question, "Where are we now in our process of moving ahead?"; and,
 - * formation or appointment of a Committee on Congregational Life - charge to this Committee to assess needs and plan programs for continued healing.

Some congregations which have worked through a history of clergy sexual misconduct take up a special vocation in a related area: some have offered themselves to other congregations which might be confronted with the same issues; some have sponsored seminars or programs on Ethics and Sexuality; some have offered their building for use by community groups which address issues of sexual abuse; and some have developed "Stranger Danger" or other programs for young people about protecting themselves from abuse. These are signs that the congregation has indeed moved into the redemptive activity of letting its own pain be a gift for others.

Perhaps most heartening are those congregations which have taken a clear-eyed look at clergy-congregation relations and have moved into an awareness that, while each cleric is responsible for his/her own behavior, there are congregational factors which can contribute to a climate in which clergy sexual misconduct happens. These congregations commit themselves to provide:

- * honest feedback to their ordained leadership through a regular process of mutual evaluation;

- * sufficient time off and continuing education time so that clergy are less at risk of becoming burned-out or isolated;
- * funding and support of benefits packages which allow clergy to consult with professional care givers when needed; and,
- * support (through clear policies, developed in consultation with the clergy) for fostering clergy family life and maintenance of boundaries between home and church.

APPENDIX I

WARNING SIGNS

1. Leaders are to be cognizant of the power differential that exists between them and their parishioners and are not to exploit the trust and dependency of these persons.

2. Leaders are to be aware of the danger signs of sexual boundary breakdown: excessive self-disclosure by the pastor; excessive availability, including giving or receiving inappropriate gifts; excessive touch, however innocent; undue anticipation of future visits, including rearrangement of one's schedule; fretting about clothing or appearance; meeting at an unusual location; continual fantasy about the person; and keeping of secrets which go beyond the requirements of professional confidentiality.

3. Leaders are to be aware of the potential that sexual attractions between themselves and other staff members (clergy and lay) has for both enhancing and crippling ministry and are to develop appropriate staff relationships for the benefit of their several ministries and the life and ministry of the congregation. When a clergy-person becomes aware of any of the danger signals in Paragraph 2, he/she is encouraged to make a self examination by asking such questions as:

- a. What can I learn about myself through the experience of my attention being inescapably drawn to this other person?
- b. What is lacking in myself, my marriage or my relationship that an involvement with this other promises to satisfy?
- c. What is it about this time in my life/ministry that I am vulnerable to falling in love outside of my commitments?

4. Leaders must remain aware that there are sexually aggressive, even predatory, persons among parishioners and others who seek them out in the parish, at conferences and in the public. In such cases, clergy may well be advised to seek counsel. Until there is clarity about a person's motives for seeking a relationship with a clergy person, prudence is advised regarding times and places of meeting.

5. Leaders are responsible for seeking the counsel and pastoral guidance of a person of spiritual wisdom should they find themselves at risk of acting on sexual or romantic attraction to parishioner, client or counselee.

6. The Bishop's office is responsible for the setting of clear diocesan policies and disciplines, and diocesan leaders are responsible for knowing and abiding by them. Bishop Sanders has written "any allegation of sexual exploitation or abuse that comes my way is taken seriously. If the allegation involves behavior directed towards a minor, that information is taken directly to the legal authorities."

7. Leaders who learn of the sexually exploitation behavior of colleagues, even if the information is gained in a counseling setting, have an ethical responsibility to follow up on this information by seeking the counsel and pastoral guidance of a person of spiritual wisdom, by speaking directly to the individual if appropriate, and by reporting the information to appropriate ecclesiastical authorities.

8. In instances where sexual exploitation has been alleged, the following is required:

- a. compassionate, competent and loving treatment for alleged victims and accused.
- b. appointment of qualified advocates to represent both the victim and the accused

9. If allegations of sexual exploitation are substantiated, the following requirements may obtain:

- a. restitution for damages inflicted on victims;
- b. removal of the clergy person from the pastoral situation followed by evaluation, appropriate counseling and treatment and reinstatement if appropriate.

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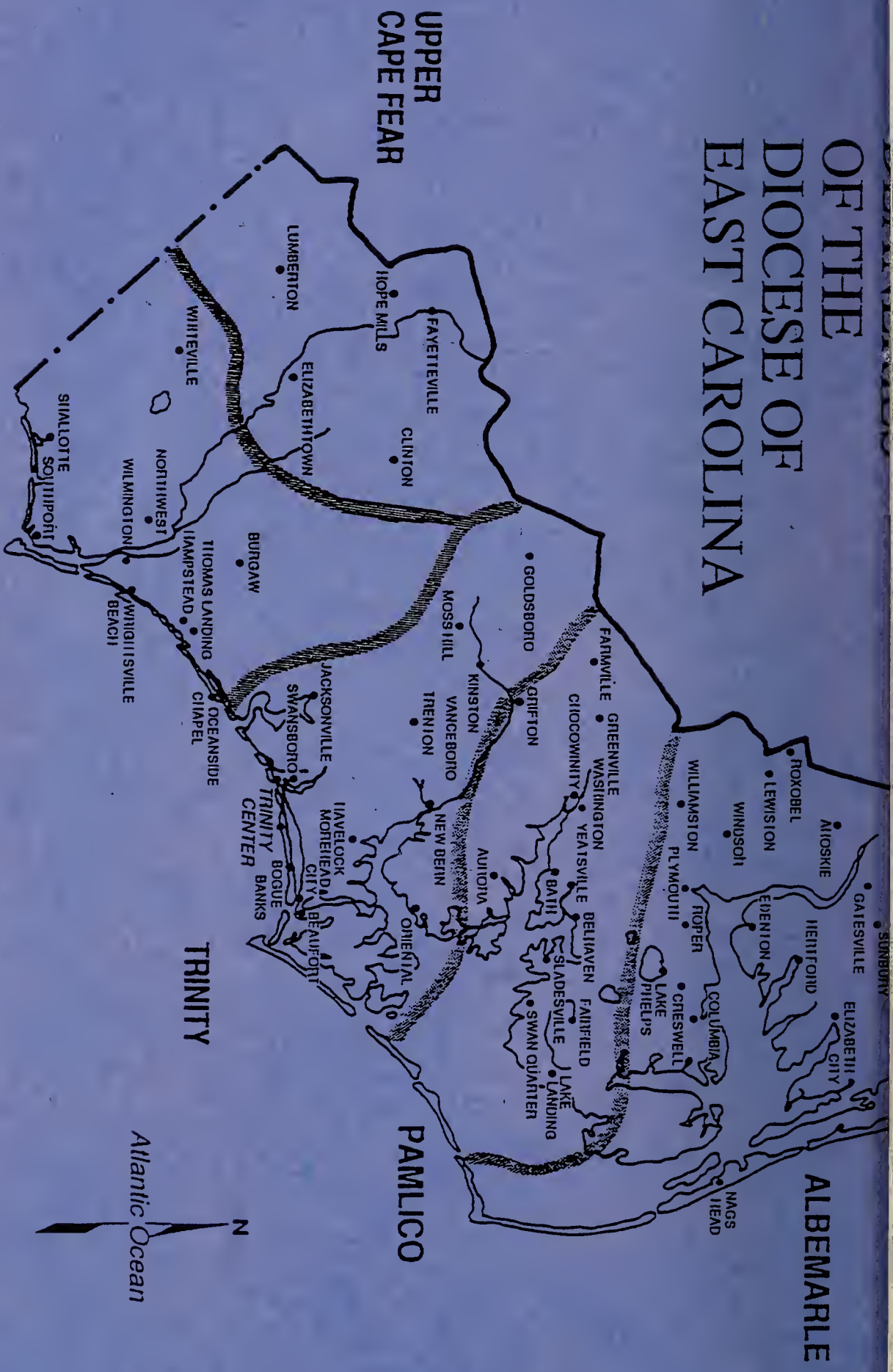
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I hereby release and agree to hold harmless from liability any person or organization that provides requested information. I also agree to release and hold harmless the Diocese of East Carolina and _____ (name of congregation), their offices, employees, agents, and volunteers from any and all liability as it relates to any investigation taken by them regarding the information contained in this application, or any action by them as a result of such investigation.

Applicant's Signature _____

Date: _____

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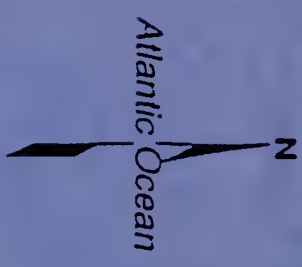
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